DOCUMENT RESUME

ED 167 705 CE 018 022

TITLE	Montana Women on the Move.
INSTITUTION	Department of Labor and Industry, Helena, Mont. Employment Security Div.; Employment and Training Administration (DOL), Washington, D.C.
PUB DATE	Jan 78
NOTE	87p.; Not available in hard copy due to reproducibility problems
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	Civil Rights; Comparative Statistics; Discriminatory Legislation; Educational Status Comparison; Employment Level; *Employment Patterns; *Employment Statistics; *Employment Trends; Equal Opportunities (Jobs); Females; Income; Information Centers; Labor Force; Labor Legislation; *Labor Market; Males; Occupations; Sex Discrimination; Unemployment; *Working Women
IDENTIFIERS	*Montana

ABSTRACT

This labor market report contains data on the status of working women in Montana. It has eight sections with numerous graphs and statistical tables, most of which give state and national figures. Section 1 presents female labor force characteristics and compares the status of working women with that of men. Section 2 gives an overview of female employment by industrial and occupational attachment. Section 3, on Montana women and government employment, contains a reprint of the 1977 report of the state Equal Employment Opportunity Bureau and an analysis of the report. Section 4 discusses the earnings gap between men and women. Section 5 provides information on occupational attachment of unemployed females and job service activities involving female applicants. Section 6 discusses trends of female educational attainment. Section 7 gives a brief description of the laws affecting Montana women, guidelines to determine if a discriminatory problem exists, and information on where to go for help. Section 8 discusses the social changes which point to increased participation by women in the labor force and makes recommendations for how women can prepare for their future in the labor market. (LMS)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED167705

MONTANA WOMEN ON THE MOVE

PUBLISHED IN JANUARY 1978

614-486-3655

STATE OF MONTANA

THOMAS L. JUDGE, GOVERNOR

DEPARTMENT OF LABOR AND INDUSTRY
DAVID E. FULLER, COMMISSIONER

EMPLOYMENT SECURITY DIVISION
FRED BARRETT, ADMINISTRATOR

A Labor Market Information Publication
PRODUCED BY THE RESEARCH AND ANALYSIS SECTION
in cooperation with
EMPLOYMENT AND TRAINING ADMINISTRATION,
U.S. DEPARTMENT OF LABOR

BEST COPY AVAILABLE

If additional information is desired, contact:
Dick Gibson, Supervisor
Research and Analysis Section
Employment Security Division
P.O. Box 1728
Helena, Montana 59601
Phone: (406) 449-2430

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

CE 018 022

TABLE OF CONTENTS

		Page Number
Table of Contents		i
SECTION 1	Introduction and Female Labor Force Characteristics	1
Introduction		2
Table 1.1	Montana Characteristics of Labor Force (1970 Census)	4
Table 1.2	Characteristics of Labor Force Nationwide (Third Quarter 1977)	5
Table 1.3	Montana County Labor Force Characteristics (1970 Census)	6
SECTION 2	Montana Female Employment	7
Women and Employment		8
Table 2.1	Female Percent of Employment by Industry (July 1977)	9
Table 2.2	Average Weekly Earnings by Industry (August 1977)	9
Table 2.3	Montana Female Employment by Industry (November 1977)	11
Table 2.4	Montana Female Employment by Industry (1976 - 1977)	12
Table 2.5	Montana Female Employment by Industry (1974 - 1975)	13
Graph 2.1	Percent of Females by Industrial Attachment for Montana (1976 Annual Averages)	14
Graph 2.2	Total Female Employment for Montana (1975 - 1977)	15
Graph 2.3	Female Percentage of All Workers (1975 - 1977)	16
Occupational Attachment of Women		19
Table 2.6	Montana Occupational Attachment of Employed Females (1970 Census)	20
Table 2.7	Montana Occupational Attachment of Employed Females (1960 Census)	21
Table 2.8	Nationwide Major Occupation Groups of Employed Women by Race 1960 and 1976	22
Graph 2.4	Nationwide Women are Underrepresented as Managers and Skilled Craft Workers	23
Table 2.9	Montana Women in Apprenticeships (October 1977)	24
SECTION 3	Montana Women and Government Employment	25
EEO - 4 Report Analysis		27
Table 3.1	Montana State Government Employment Data as of June 30, 1977	30
Table 3.2	Analysis of Women in Policy Positions in State Government (Montana)	32
SECTION 4	Women and Earnings	35
The Earnings Gap		36
Table 4.1	Earnings of Full-Time, Year-Round Workers by Sex, 1972 (Nationwide)	37
Graph 4.1	Fully Employed Women Continue to Earn Less Than Fully Employed Men of Either White or Minority Races (Nationwide)	38
Graph 4.2	Most Women Work Because of Economic Need (Nationwide)	39
Graph 4.3	Montana Percent Distribution of Hourly Wage Rate Placements by Sex (Montana Job Service)	40
Table 4.3	Montana Breakdown of Hourly Dollar Wage Rates by Sex (Montana Job Service)	41

TABLE OF CONTENTS (Cont.)

		Page Number
SECTION 5	Montana Female Unemployment	43
Table 5.1	Occupational Attachment of Unemployed Females in Montana (1974 - 1977)	44
Table 5.2	Job Counseling and Training Activity (Montana Job Service)	45
Table 5.3	Montana Job Placement Activity	46
Table 5.4	Montana Breakdown of Job Placements by Hourly Dollar Wage Rate and Sex	46
Table 5.5	Montana Characteristics of WIN Placements	47
Table 5.6	Montana Hourly Dollar Wages at which WIN Registrants Were Placed	47
Table 5.7	Montana Occupational Category at WIN Placements	47
SECTION 6	Education	49
Educational	Attainment of Women in Montana	51
Table 6.1	Montana Average Educational Attainment (1970 Census)	53
Table 6.2	Montana Number of Degrees Awarded, 1965-66 Through 1976-77	54
Table 6.3	Nationwide Number of Degrees Awarded 1965-66 Through 1974-75	55
Table 6.4	Montana Percent Distribution of Degrees Awarded 1965-66 Through 1976-77	56
Table 6.5	Nationwide Percent Distribution of Degrees Awarded 1965-66 Through 1974-75	57
Graph 6.1	Percent Distribution of Degrees Awarded to Females (Montana)	58
Graph 6.2	Percent Distribution of Degrees Awarded to Females (United States)	59
Table 6.6	Montana Occupational Category of Degrees Awarded	60
SECTION 7	Laws Affecting Montana Women	67
What is Discrimination?		68
Laws Affecting Montana Women		70
Information Centers for Women in Montana		75
SECTION 8	Outlook	77
Outlook		78
References		79

INTRODUCTION

and

FEMALE LABOR FORCE CHARACTERISTICS

SECTION 1

INTRODUCTION

Women accounted for nearly three-fifths of the increase in the national civilian labor force in the last decade.1/ This and other eye-opening facts clearly point out that women are a vital part of the labor force and are becoming more so everyday. Statistics point out that:

1. Nine out of ten women will work at some time in their lives (national figures).
2. In 1949, 26 percent of women were in the labor force, and by 1975 their average participation rate had almost doubled to 46.4%.2/
3. The number of working mothers has increased more than tenfold since the period immediately preceding World War II.3/
4. The average married woman can expect to work 25 years.4/
5. The average single woman can expect to work 45 years.4/
6. Women were awarded an average of 43.7% of all bachelor degrees received in the United States in the decade ending 1975, 39.9% of all masters degrees, 7.0% of all first professional degrees, and 15.6% of all doctorate degrees.
7. Women were awarded an average of roughly 42.5% of all bachelor degrees received in Montana since 1965, 26.3% of all masters degrees, 4.2% of all first professional degrees, and 6.5% of all doctorate degrees.5/

Despite this increase in labor force participation, women earned just over half (57.2%) the income of their male counterparts in 1974. Even worse, the percentage has steadily declined since 1955, when women earned 63.9% as much as men. There are reasons for this gap. Women work fewer overtime hours than men, have less worklife experience, and are more likely to be concentrated in the low-wage occupations.6/ Nevertheless, research studies have found that "a differential between the earnings of women and men remains, even after adjusting for such factors as education, work experience and occupation or industry group."6/

In Montana and in the nation, the problem facing women is not finding employment - rather, it is landing better paying jobs which offer the opportunity of a bright future and the chance to upgrade and develop present skills. In the words of Jennifer S. Macleod, vice president of the Fidelity Bank, Philadelphia, PA and witness during the Joint Economic Committee's hearing on women in the labor force, "True equality awaits the day when a mediocre woman can go as far and earn as much as a mediocre man."7/

1/ U.S. Department of Labor, Women Workers Today, Washington, D.C.: U.S. Government Printing Office, 1976, p.1.

2/ Employment and Training Report of the President, Washington, D.C.: U.S. Government Printing Office, 1976.

3/ Working Mothers and Their Children, Washington, D.C.: U.S. Government Printing Office, 1977, p.1.

4/ "Cinderella Doesn't Live Here Anymore," Womanpower, Vol. 7 No. 11, Washington D.C.: U.S. Government Printing Office, November 1975, p. 34.

5/ U.S. Department of Health, Education and Welfare, Earned Degrees Conferred: 1965-66 through 1974-75, Washington, D.C.: U.S. Government Printing Office.

6/ U.S. Department of Labor, Women Workers Today, Washington, D.C.: U.S. Government Printing Office, 1976, pp. 8-9.

7/ "JEC Hearing Studies Massive Entry of Women Into Labor Market," Notes from the Joint Economic Committee, Volume III No.23, Washington, D.C.: Joint Economic Committee Publications Department, October 7, 1977.

TABLE 1.1

MONTANA

CHARACTERISTICS OF THE LABOR FORCE

(1970 Census Data)

	NUMBER	PERCENT
TOTAL POPULATION	694,593	100%
Female	347,712	50.1%
White Female	332,700	47.9%
Non-White Female	15,012	2.2%
TOTAL LABOR FORCE	260,649	100%
Female	91,578	35.1%
White Female	89,023	34.1%
Non-White Female	2,555	1.0%
TOTAL EMPLOYMENT	244,608	100%
Female	85,337	34.9%
White Female	83,209	34.0%
Non-White Female	2,128	0.9%
TOTAL UNEMPLOYMENT	16,041	100%
Female	6,241	38.9%
White Female	5,814	36.2%
Non-White Female	427	2.7%
TOTAL UNEMPLOYMENT RATE		6.2%
Female		6.8%
White Female		6.5%
Non-White Female		16.7%

TABLE 1.2

CHARACTERISTICS OF THE LABOR FORCE NATIONWIDE

3rd Quarter, 1977

(Numbers in Thousands)

	NUMBER	PERCENT
TOTAL NON-INSTITUTIONAL POPULATION	158,898	100.0
Female	74,429	46.8
TOTAL CIVILIAN LABOR FORCE	97,623	100.0
Female	35,864	36.7
TOTAL EMPLOYMENT	90,809	100.0
Female	33,352	36.7
TOTAL UNEMPLOYMENT	6,814	100.0
Female	2,512	36.8
TOTAL UNEMPLOYMENT RATE	7.0	
Female	7.0	

Source: Employment & Earnings, Volume 24 Number 10, U.S. Department of Labor, Bureau of Labor Statistics.

1970 Census

TABLE 1.3

MONTANA COUNTIES	CIVILIAN LABOR FORCE Female		EMPLOYMENT Female		UNEMPLOYMENT Female		UNEMPLOYMENT RATE
	Total	%	Total	%	Total	%	Female
Beaverhead	1,103	33.32	1,017	32.58	86	45.50	7.79
Big Horn	985	29.69	946	29.90	39	25.32	3.95
Blaine	728	31.28	667	32.06	61	24.69	8.37
Broadwater	297	32.28	279	31.45	18	54.54	6.06
Carbon	789	31.25	739	30.88	50	38.16	6.33
Carter	229	27.75	229	28.44	-	-	-
Cascade	10,941	38.93	10,039	38.21	902	49.28	8.24
Chouteau	625	25.21	613	25.20	12	25.53	1.92
Custer	1,791	38.23	1,716	38.42	75	34.40	4.18
Daniels	332	30.34	328	30.09	4	100.00	1.20
Dawson	1,436	32.85	1,392	32.86	44	32.35	3.06
Deer Lodge	1,911	33.60	1,660	31.39	251	63.06	13.13
Fallon	455	29.62	434	29.86	21	25.30	4.61
Fergus	1,575	34.58	1,478	34.14	97	43.11	6.15
Flathead	4,426	32.51	4,006	32.62	420	31.46	9.48
Gallatin	4,674	36.43	4,385	36.15	289	41.34	6.18
Garfield	217	29.52	212	29.52	5	29.41	2.30
Glacier	1,252	34.95	1,149	36.68	103	22.88	8.22
Golden Valley	143	36.95	131	35.50	12	66.67	8.39
Granite	253	25.32	238	25.10	15	29.41	5.92
Hill	2,385	36.63	2,225	35.69	160	57.55	6.70
Jefferson	658	37.21	633	37.50	25	31.25	3.79
Judith Basin	247	24.26	235	23.73	12	42.85	4.85
Lake	1,713	35.53	1,632	36.21	81	25.79	4.72
Lewis & Clark	6,165	41.91	5,881	42.04	284	39.38	4.60
Liberty	259	29.87	259	30.01	-	-	-
Lincoln	1,702	25.41	1,515	25.22	187	27.10	10.98
Madison	250	23.71	240	23.30	10	41.66	4.00
McCone	688	34.34	634	33.56	54	47.36	7.84
Meagher	216	25.05	204	25.37	12	20.68	5.55
Mineral	415	34.12	383	36.58	32	18.93	7.71
Missoula	8,591	37.18	7,886	36.93	705	40.17	8.20
Musselshell	491	34.09	459	34.43	32	29.90	6.51
Park[4]	1,653	36.63	1,559	36.60	94	37.15	5.68
Petroleum	51	19.54	51	19.54	-	-	-
Phillips	683	33.61	651	33.47	32	36.78	4.68
Pondera	743	29.81	717	29.72	26	32.50	3.49
Powder River	349	30.40	337	30.22	12	36.36	3.43
Powell	821	33.56	772	33.10	49	42.98	5.96
Prairie	216	29.38	216	29.79	-	-	-
Ravalli	1,678	31.89	1,540	31.78	138	33.17	8.22
Richland	1,080	31.18	1,033	31.19	47	30.92	4.35
Roosevelt	1,314	37.47	1,229	38.45	85	27.41	6.46
Rosebud	841	35.84	802	35.83	39	36.11	4.63
Sanders	788	31.77	733	33.54	55	18.64	6.97
Sheridan	496	24.76	496	25.52	-	-	-
Silver Bow	5,539	35.77	5,094	35.02	445	47.34	8.03
Stillwater	446	27.58	404	26.42	42	47.72	9.41
Sweet Grass	428	33.54	412	32.98	16	59.25	3.73
Teton	593	27.11	563	26.86	30	32.96	5.05
Toole	708	32.31	682	32.27	26	33.33	3.67
Treasure	116	30.12	111	29.21	5	100.00	4.31
Valley	1,517	35.67	1,433	35.50	84	38.88	5.53
Wheatland	328	29.92	323	29.90	5	31.25	1.52
Wibaux	116	21.56	116	21.76	-	-	-
Yellowstone	13,132	37.52	12,219	37.06	913	44.97	6.95
STATEWIDE	91,578	35.13	85,337	34.88	6,241	38.90	6.81

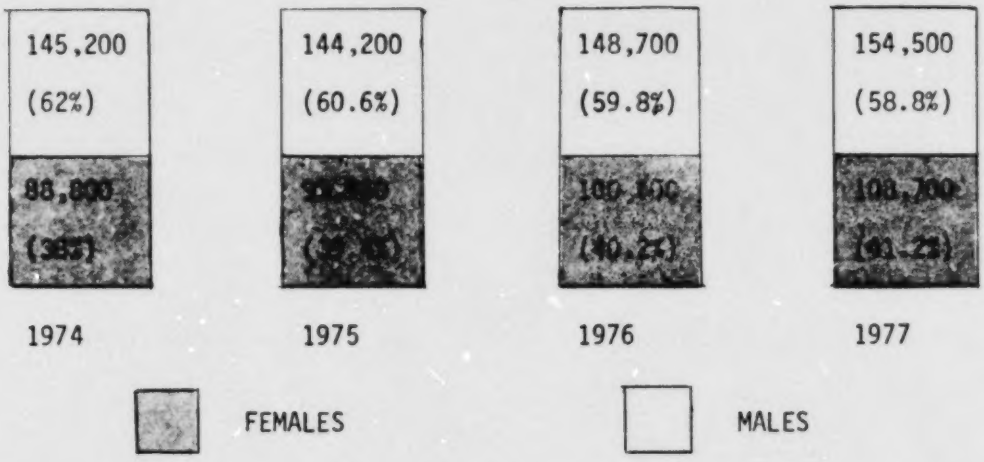
MONTANA FEMALE EMPLOYMENT

SECTION 2

. . . . . The following pages give an overview of female employment by industrial and occupational attachment.

WOMEN AND EMPLOYMENT

Women represented 41.2% of total non-agricultural employment for 1977 in Montana compared to the 1974 rate of 38%. This amounted to a gain of approximately twenty thousand women or 2/3 of the total increase in non-agricultural employment.



Much of this increase is found in the traditionally female industries such as services. The trend for greater female participation should continue as the demand for more services increase and as more women make their way into other non-agricultural industries.

Montana women seem to be doing as well or better when compared to national figures. The female participation rate for July, 1977 is 40.6% for Montana non-agricultural employment or 1.6 percentage points higher than the national figures of 39%.

TABLE 2.1
JULY 1977
FEMALE PERCENT OF EMPLOYMENT BY INDUSTRY

	Montana	National
Total	*40.6*	*39.0*
Mining	*6.7*	*8.0*
Contract Construction	*7.0*	*7.0*
Manufacturing	*12.3*	*29.0*
Transportation & Public Utilities	*19.1*	*22.0*
Wholesale & Retail Trade	*43.5*	*42.0*
Finance, Insurance, & Real Estate	*62.6*	*56.0*
Service	*62.0*	*56.0*
Government	*43.8*	*44.0*

As could be expected there is a greater concentration of women in Trade, Finance, Insurance and Real Estate, Service and Government. These industries are largely female by the nature of the jobs; secretaries, clerks, health related and other similar occupations. They also have lower average weekly earnings.

TABLE 2.2
AUGUST 1977
AVERAGE WEEKLY EARNINGS

	Montana	National
Mining	$374.69	$303.21
Contract Construction	429.46	301.44
Manufacturing	273.49	227.70
Transportation & Public Utilities	314.61	282.40
Wholesale & Retail Trade	163.45	145.52
Finance, Insurance & Real Estate	129.78	169.28
Services	111.80	157.72

In the higher earnings industries (Mining, Construction, Manufacturing and Transportation and Public Utilities), female percentages are much lower. In these areas, Montana women have rates near or below those of National figures. The area where Montana shows the greatest difference is in Manufacturing. Montana's main manufacturing industries are lumber and primary metals. When examining the nature of the jobs found in these industries, they are found to be highly non-traditional for women. Nationwide manufacturing includes many industries which do have jobs that are traditionally female. This accounts for the gap between state and national figures. Although women are capable of working in lumber and primary metals their participation rate is well below such manufacturing industries as textiles (47%), electrical equiptment (41%) and food (28%).

ESTABLISHMENT DATA

TABLE 2.3

MONTANA

FEMALE EMPLOYMENT BY INDUSTRY

NOVEMBER 1977

(In Thousands)

INDUSTRY	FEMALE EMPLOYMENT					TOTAL EMPLOYMENT COMPARISON			
				Net Change to Current Month From:					
	Nov. 1977[1/]	Oct. 1977	Nov. 1976	Oct. 1977	Nov. 1976	Total	Percent Women	Total	Percent Women
						November 1977		October 1977	
Nonagricultural Wage & Salary Workers .	114.1	113.9	104.1	.2	10.0	271.4	*42.0*	271.9	*41.9*
Manufacturing	3.1	3.2	3.2	-.1	-.1	24.6	*12.6*	24.4	*13.1*
Mining	.3	.3	.3	0	0	6.4	*4.7*	6.3	*4.8*
Contract Construction	1.1	1.1	1.0	0	.1	17.8	*6.2*	18.2	*6.0*
Transportation & Public Utilities .	3.7	3.8	3.5	-.1	2	20.4	*18.1*	20.4	*18.6*
Wholesale & Retail Trade	31.1	31.1	27.5	0	3.6	68.1	*45.7*	67.9	*45.8*
Finance, Insurance & Real Estate ..	7.7	7.6	6.8	.1	.9	12.0	*64.2*	11.9	*63.9*
Services	32.6	32.4	30.2	.2	2.4	51.2	*63.7*	51.1	*63.4*
Government[2/]	34.5	34.4	31.6	.1	2.9	70.9	*48.7*	71.7	*48.0*

1/ *Current month preliminary. Revised to 1976 Benchmark. Establishment Series began January 1974.*

2/ *Includes all civilian employees of Federal, State, and Local Governments regardless of the activity in which the employee is engaged.*

Prepared by the Montana Employment Security Division in Cooperation with the U. S. Department of Labor, Bureau of Labor Statistics.

TABLE 2.4

MONTANA FEMALE EMPLOYMENT BY INDUSTRY

(In Thousands)

1976

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.	Dec.	Ann. Avg.
Nonagricultural Wage & Salary .	95.3	95.3	96.4	98.5	100.1	101.3	102.1	103.0	103.6	103.6	104.1	104.1	100.7
Manufacturing	2.6	2.6	2.5	2.6	2.7	3.0	3.1	3.3	3.3	3.3	3.2	3.1	3.0
Mining	.3	.3	1.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Contract Construction	.8	.8	.8	1.0	1.0	1.0	1.1	1.1	1.1	1.0	1.0	.8	1.0
Transport. & Public Utilities	3.6	3.5	3.5	3.5	3.6	3.6	3.6	3.7	3.6	3.5	3.5	3.5	3.6
Wholesale & Retail Trade	23.5	23.2	24.0	25.4	26.4	27.1	28.4	28.3	28.5	27.4	27.5	27.7	26.4
Finance, Ins., & Real Estate .	6.5	6.5	6.6	6.6	6.6	6.7	6.8	7.0	7.0	6.9	6.8	6.8	6.7
Services	27.7	27.9	28.1	28.5	28.7	29.6	30.0	30.5	30.4	30.1	30.2	30.1	29.3
Government1/	30.3	30.5	30.6	30.6	30.8	30.3	29.1	28.8	29.4	31.1	31.6	31.8	30.4

1977

Nonagricultural Wage & Salary .	103.2	103.8	105.8	107.0	105.9	109.8	109.2	111.7	114.2	113.9	114.1
Manufacturing	3.2	3.1	3.0	3.1	2.9	3.0	3.0	3.1	3.0	3.2	3.1
Mining	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Contract Construction	.8	.8	.7	.8	1.0	1.0	1.1	1.3	1.3	1.1	1.1
Transport. & Public Utilities	3.5	3.5	3.5	3.4	3.6	3.8	3.9	3.8	3.7	3.8	3.7
Wholesale & Retail Trade	26.8	26.7	28.0	28.8	29.0	30.6	30.2	30.2	30.6	31.1	31.1
Finance, Ins., & Real Estate .	6.8	6.9	6.9	6.9	7.0	7.1	7.2	7.5	7.6	7.6	7.7
Services	30.5	30.7	31.1	31.4	31.3	32.4	32.6	32.6	33.1	32.4	32.6
Government1/	31.3	31.8	32.3	32.3	30.8	31.6	30.9	32.9	34.6	34.4	34.5

1/ Includes all civilian employees of Federal, State, and Local Governments regardless of the activity in which the employee is engaged. Establishment Series began January, 1974. Revised to 1976 Benchmark.

Prepared by Montana Employment Security Division in cooperation with U. S. Dept. of Labor, Bureau of Labor Statistics.

TABLE 2.5

MONTANA FEMALE EMPLOYMENT BY INDUSTRY

1972 SIC

(In Thousands)

1974

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.	Dec.	Ann. Avg.
Nonagricultural Wage & Salary	83.9	84.5	85.6	88.1	89.4	91.7	90.3	89.8	90.7	91.9	89.9	90.0	88.8
Manufacturing	2.3	2.3	2.2	2.3	2.3	2.5	2.6	2.6	2.5	2.6	2.4	2.3	2.4
Mining	.2	.2	.2	.2	.3	.3	.3	.3	.3	.3	.3	.3	.3
Contract Construction	.8	.7	.7	.8	.8	.9	1.0	.9	.8	.8	.7	.7	.8
Transport. & Public Utilities	3.1	3.2	3.2	3.3	3.4	3.4	3.5	3.5	3.5	3.5	3.3	3.5	3.3
Wholesale & Retail trade ...	23.0	22.6	23.0	24.2	24.8	25.4	25.8	26.2	26.1	25.1	24.3	24.0	24.7
Finance, Ins., & Real Estate	6.0	6.0	6.1	6.1	6.1	6.2	6.3	6.3	6.2	6.2	6.1	6.0	6.1
Services	24.6	24.8	25.2	26.2	26.5	27.7	28.7	28.2	27.7	27.3	26.8	26.1	26.6
Government	23.9	24.7	25.0	25.0	25.2	25.3	22.1	21.8	23.6	26.1	26.0	27.1	24.6

1975

Nonagricultural Wage & Salary	89.1	90.0	91.2	92.1	93.9	96.2	94.1	94.2	94.6	96.4	97.8	97.5	93.9
Manufacturing	2.3	2.4	2.4	2.4	2.4	2.5	2.6	2.5	2.5	2.7	2.6	2.5	2.5
Mining	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Contract Construction	.8	.8	.7	.8	.7	.8	.8	.8	.8	.8	.9	1.0	.8
Transport. & Public Utilities	3.3	3.4	3.4	3.3	3.3	3.5	3.5	3.4	3.5	3.5	3.5	3.5	3.4
Wholesale & Retail Trade ...	22.9	22.4	23.1	24.1	25.0	25.6	26.1	26.8	25.2	25.2	25.4	25.4	24.8
Finance, Ins., & Real Estate	6.0	6.1	6.0	6.0	6.1	6.4	6.3	6.3	6.4	6.3	6.2	6.3	6.2
Services	26.6	26.4	26.7	26.7	27.5	28.2	28.7	29.3	28.4	28.0	28.0	28.1	27.7
Government	26.9	28.2	28.6	28.5	28.6	28.9	25.8	24.8	27.5	29.6	30.9	30.4	28.2

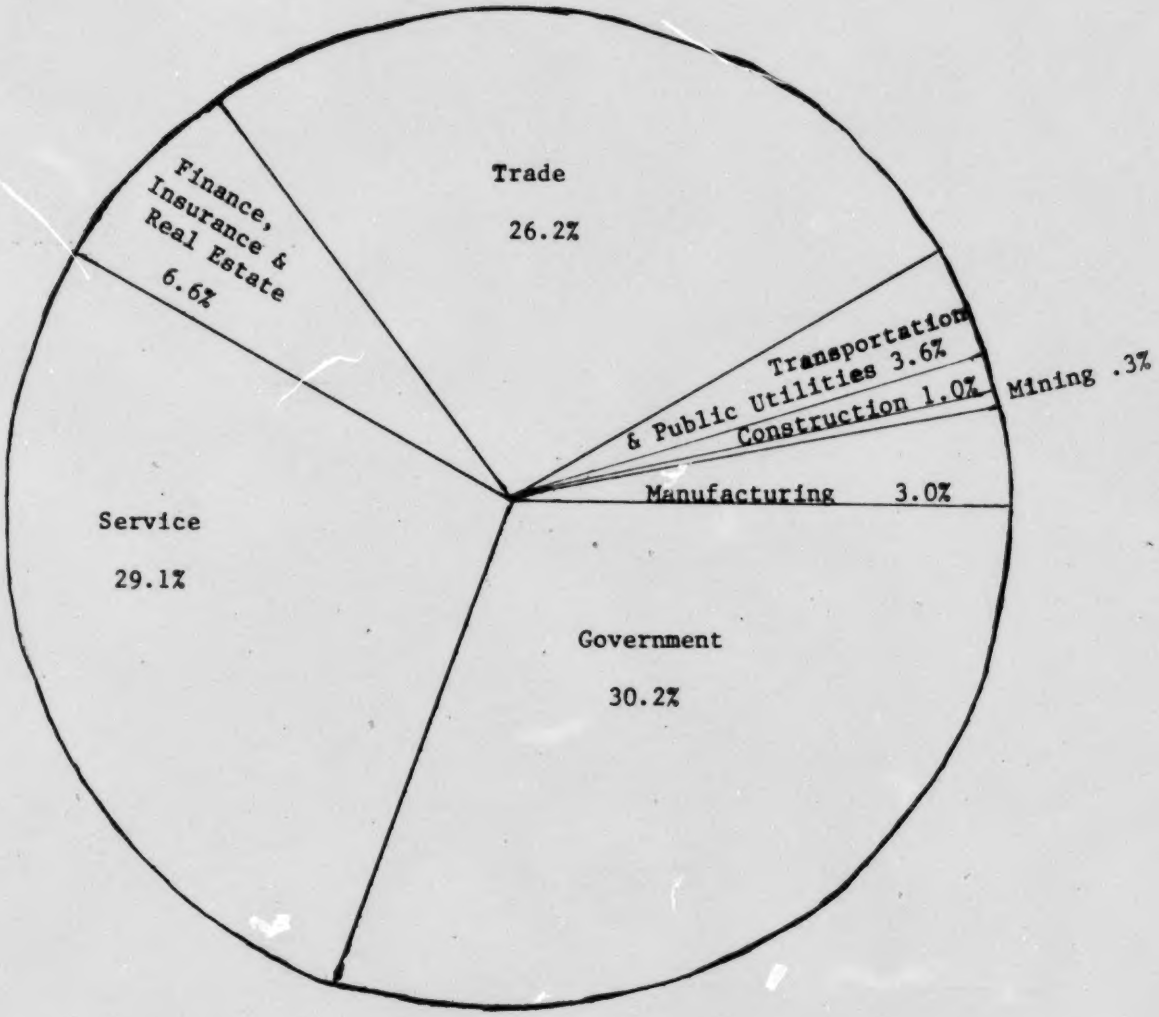
1/ *Includes all civilian employees of Federal, State, and Local Governments regardless of the activity in which the employee is engaged.*

Revised to 1976 Benchmark

Prepared by Montana Employment Security Division in cooperation with U.S. Dept. of Labor, Bureau of Labor Statistics

GRAPH 2.1

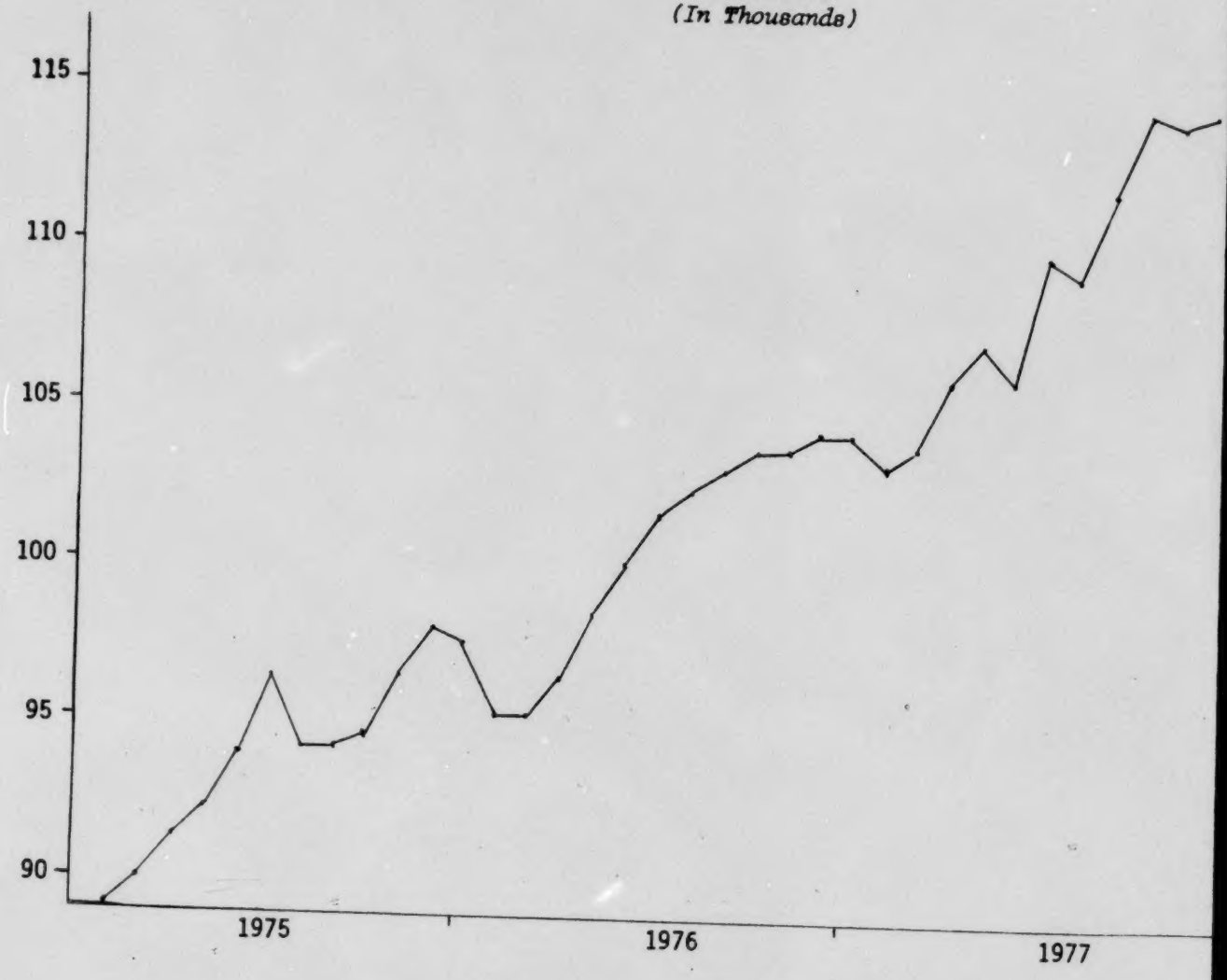
PERCENT DISTRIBUTION OF FEMALES BY INDUSTRIAL ATTACHMENT FOR MONTANA



1976 ANNUAL AVERAGES

GRAPH 2.2

TOTAL FEMALE EMPLOYMENT FOR MONTANA
1975-1977
(In Thousands)



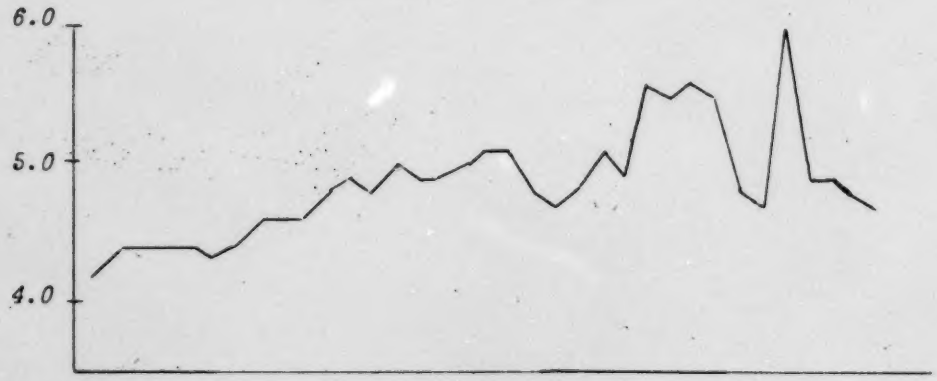
GRAPH 2.3

FEMALE PERCENTAGE OF ALL WORKERS

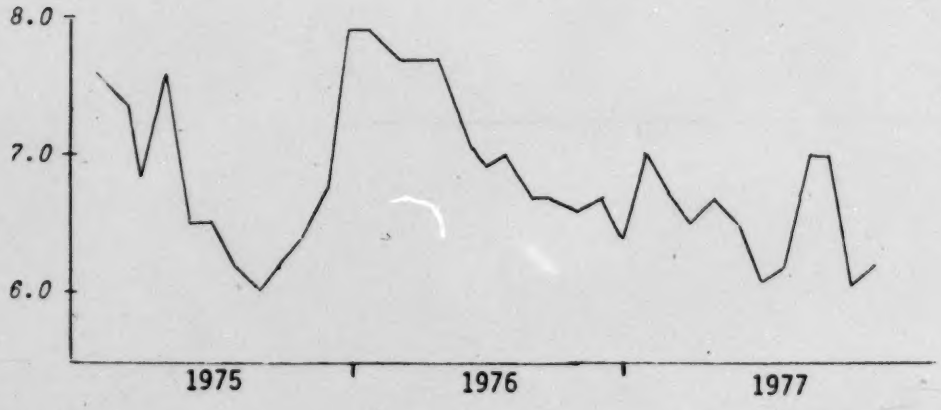
1975-1977

MANUFACTURING

MINING



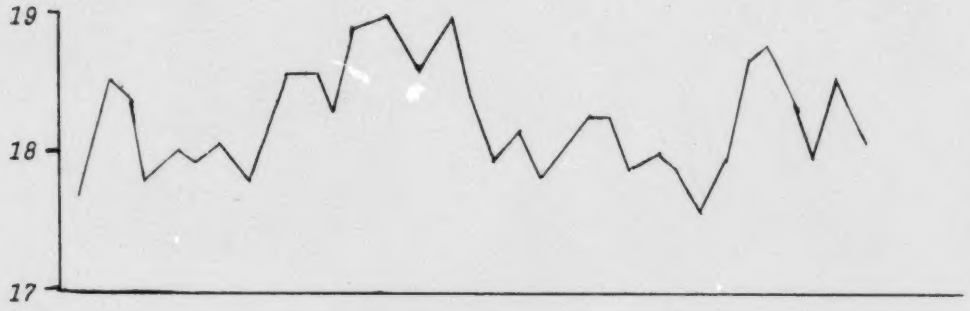
CONSTRUCTION



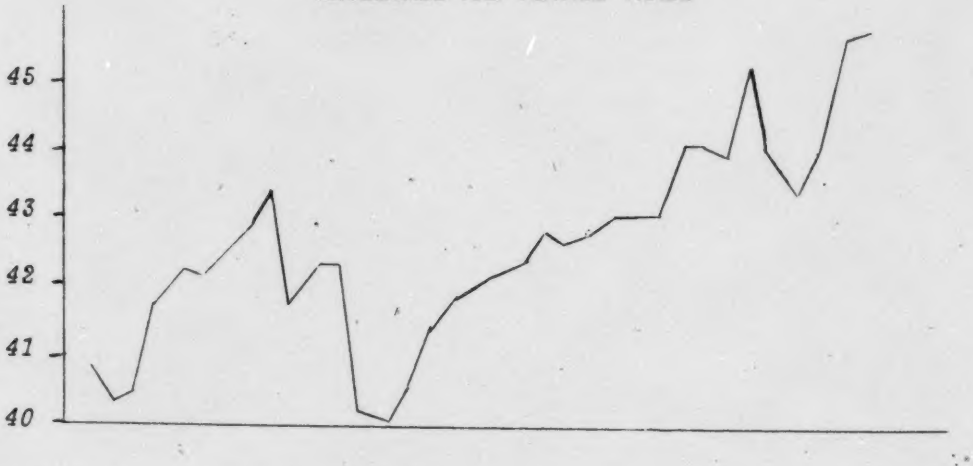
GRAPH 2.3 (Cont.)
FEMALE PERCENTAGE OF ALL WORKERS

1975-1977

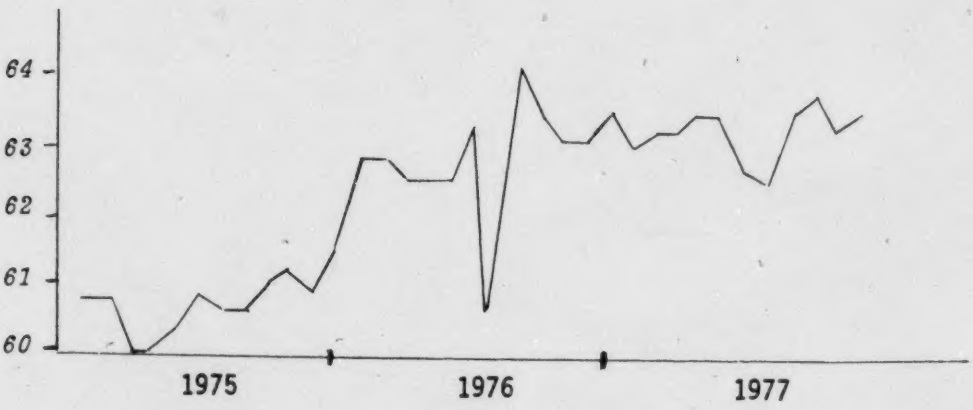
TRANSPORTATION AND PUBLIC UTILITIES



WHOLESALE AND RETAIL TRADE



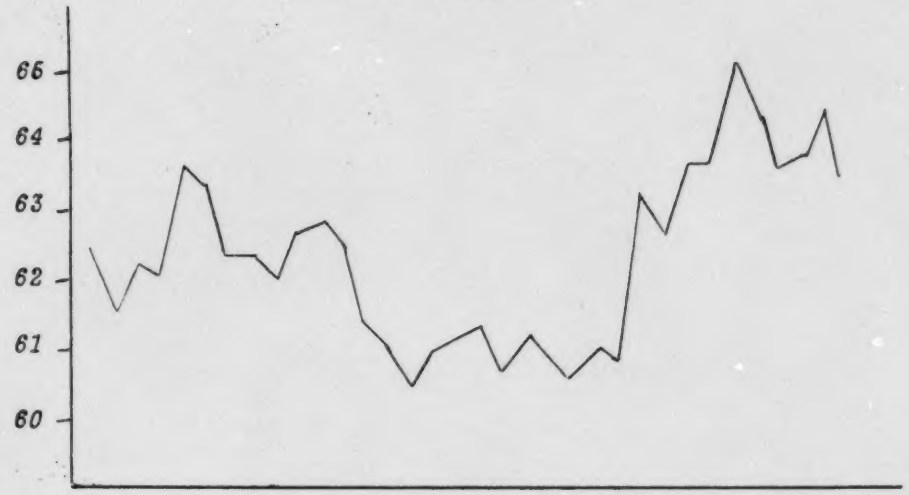
FINANCE, INSURANCE AND REAL ESTATE



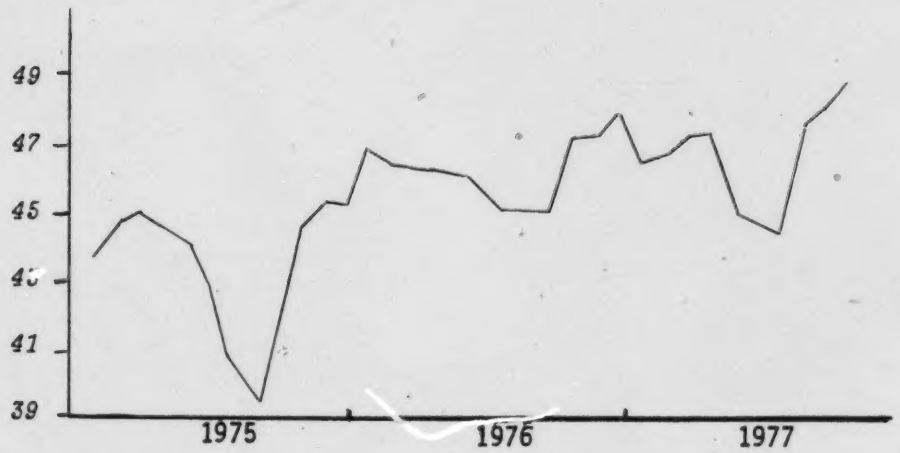
GRAPH 2.3 (Cont.)
FEMALE PERCENTAGE OF ALL WORKERS

1975-1977

SERVICES



GOVERNMENT



OCCUPATIONAL ATTACHMENT OF WOMEN

When comparing 1960 and 1970 Census data, some increase can be found in non-traditional female occupations. In the area of Professional, Technical and Related, there has been a 1.4 percentage point increase from 16.5% to 17.9%. Some of this increase is attributable to female increases in educational attainment and also to the greater acceptance of working women in this and all other occupations. There has also been a slight increase in Craftsmen, Foreman and Related occupations. As reported in Womenpower November 1975, in 1960 nine skilled trades reported no women workers. By 1970, all skilled trades had some female representation. From 1900 through 1960 women were holding only 2 to 3 percent of skilled jobs. By 1970 this had increased to 5 percent. As more women are accepted into apprenticeship programs there should be further increase in the skilled crafts areas. There have also been increases in two predominately female occupation areas, Service and Clerical. As demands for more services increase, there will likely be further increases of women in all Service Worker occupations.

TABLE 2.6

MONTANA

OCCUPATIONAL ATTACHMENT OF EMPLOYED FEMALES

(1970 Census Data)

	PERCENT
TOTAL EMPLOYED	100.0
PROFESSIONAL, TECHNICAL & RELATED	17.9
Engineers	-
Medical & Health Workers	4.5
Teachers, Elementary & Secondary Schools	8.0
Other Professional Workers	5.4
NONFARM MANAGERS & ADMINISTRATORS	5.5
Salaried	-
Self-employed	-
FARM WORKERS	2.4
NONFARM LABORERS	1.1
SALES WORKERS	7.7
Retail Stores	6.7
Other Sales Workers	1.0
CLERICAL WORKERS	31.7
Secretaries, Stenographers, & Typists	10.2
Other Clerical Workers	21.5
CRAFTSMEN, FOREMEN & RELATED	1.0
Construction Craftsmen	-
Mechanics & Repairmen	-
Machinist & other Metal Craftsmen	-
Other Craftsmen	-
OPERATIVES, EXCEPT TRANSPORT	3.4
Durable Goods Manufacturing	0.4
Nondurable Goods Manufacturing	0.5
Nonmanufacturing	2.5
TRANSPORT EQUIPMENT OPERATIVES	0.4
SERVICE WORKERS EXCEPT PRIVATE HOUSEHOLD	25.4
Cleaning & Food Service Workers	16.0
Protective Service Workers	0.1
Personal, Health & other Service Workers	9.3
PRIVATE HOUSEHOLD WORKERS	3.4

TABLE 2.7

MONTANA

OCCUPATIONAL ATTACHMENT OF EMPLOYED FEMALES

(1960 Census Data)

	PERCENT
TOTAL EMPLOYED	100.0%
PROFESSIONAL, TECHNICAL AND KINDRED	16.5
Medical & Other Health Workers	
Salaried	4.5
Self-employed	0.4
Teachers, Elementary and Secondary	7.6
Other Professional, Technical and Kindred	
Salaried	3.1
Self-employed	0.9
FARMERS & FARM MANAGERS	1.2
MANAGERS, OFFICIALS & PROPRIETORS (Non-Farm)	5.6
Salaried	3.0
Self-employed	
Retail Trade	1.3
Other than retail trade	1.3
SALES WORKERS	8.9
Retail trade	8.0
Other than retail trade	0.9
CLERICAL & KINDRED WORKERS	27.8
Secretaries, Stenographers & Typists	8.3
Other clerical workers	19.4
CRAFTSMEN, FOREMEN & RELATED	0.7
OPERATIVES & KINDRED	4.2
Durable goods manufacturing	0.1
Nondurable goods manufacturing	0.6
Manufacturing	3.5
FARM LABORERS & FOREMEN	1.5
NON-FARM LABORERS, EXCEPT MINE	0.3
PRIVATE HOUSEHOLD WORKERS	7.5
SERVICE WORKERS, EXCEPT PRIVATE HOUSEHOLD	21.5
Food Service Workers	10.3
Other Services	11.3
OCCUPATIONS NOT REPORTED	4.4

TABLE 2.8

NATIONWIDE

MAJOR OCCUPATION GROUPS OF EMPLOYED WOMEN,
BY RACE, 1960 and 1976 1/

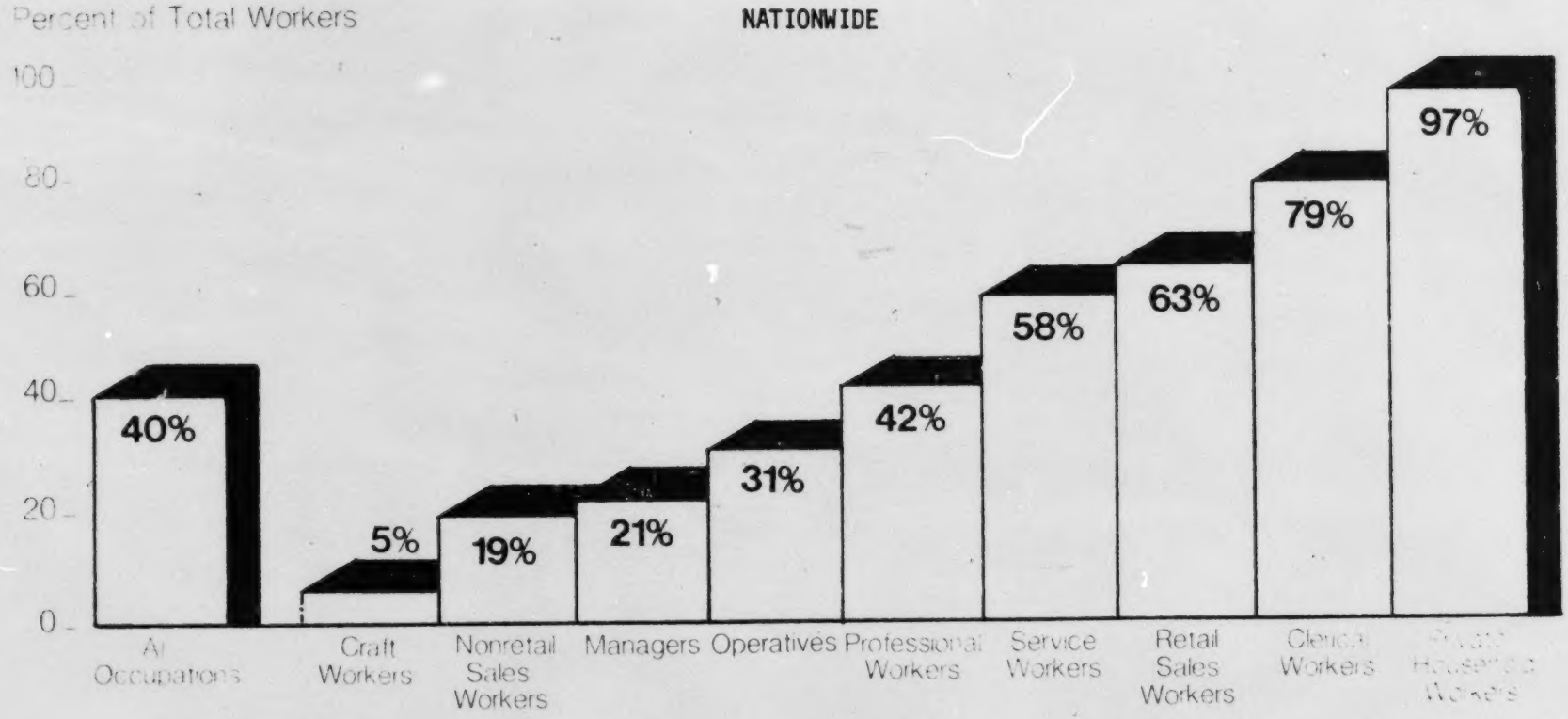
Major occupation group	1976		1960	
	Minority	White	Minority	White
Number (in thousands)	4,356	30,739	2,821	19,376
Percent	*100.0*	*100.0*	*100.0*	*100.0*
Professional and technical workers	*14.2*	*16.2*	*6.9*	*13.1*
Nonfarm managers and administrators	*2.8*	*5.9*	*1.8*	*5.4*
Clerical workers	*26.0*	*36.2*	*9.3*	*32.9*
Sales workers	*2.5*	*7.3*	*1.5*	*8.5*
Operatives (including transport)	*15.7*	*11.3*	*14.1*	*15.1*
Service workers (except private household)	*26.0*	*16.8*	*21.4*	*13.7*
Private household workers	*9.4*	*2.2*	*35.1*	*6.1*
Other occupations	*3.4*	*4.1*	*10.8*	*5.2*

1/ Data are for women 16 years of age and over in 1976 but 14 years and over in 1960.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, January 1977 and January 1961.

GRAPH 2.4

Women Are Underrepresented as Managers and Skilled Craft Workers



Source: Prepared by the Women's Bureau, Employment Standards Administration, from 1976 annual averages data published by the Bureau of Labor Statistics, U.S. Department of Labor.

TABLE 2.9

MONTANA

WOMEN IN APPRENTICESHIPS

October, 1977

	TOTAL	WOMEN
Baker	38	3
Bookbinder	5	1
Carpenter	214	1
Cook	5	1
Electrician	127	1
Machinist	30	1
Meat Cutter	57	2
Pressperson	16	1
Printer	3	2
Shoe Repairer	8	1
Telephone Combination	17	5
Telephone Installer	73	28
Telephone Lineperson	42	13
Telephone Switchperson	8	8
Telephone Testboard Person	23	14
Upholsterer	8	2
Ophthalmic Finish and Assembly	2	1
Remaining Apprenticeships	1,100	0
TOTAL:	1,776	85
(Percent)	*100.0%*	5%

Source: Department of Labor and Industry, Apprenticeship Bureau

MONTANA WOMEN AND GOVERNMENT EMPLOYMENT

SECTION 3

. . . . . The following pages contain the EEO-4 Report for 1977, and an analysis of the Report.

EEO-4 REPORT ANALYSIS

Reprinted with the Permission
of the Montana Department of Administration,
Equal Employment Opportunity Bureau.

This year's EEO-4 Report shows the employment picture for women by EEO-4 Category to be substantially unchanged. There has been no increase in the representation of women in the four traditionally underrepresented groups - Officials and Administrators, Professionals, Protective Service Workers and Skilled Craft. Women made an overall gain of 56 positions or ½%.

The minority picture is one of decline in the Officials and Administrators category and Protective Service Workers category which previously had substantial minority underrepresentation. Minority representation in the remaining categories remains unchanged, and there is an overall decline of 7 positions. It should be noted that minority percentages are based on small numbers and change substantially with the addition or loss of very few people.

I. Officials and Administrators

In this category, the representation of women is unchanged from 1975-76 (a decrease of one woman) and remains at 11%.

Women constitute a smaller percentage of new hires in this category (8 out of 57 or 14% for this report versus 14 out of 77 or 18% last reporting period). New hires are misleading, however, because they do not include all employees who are new to the category. New hires, for instance, do not include internal promotions and may or may not include persons transferring between agencies. A person may be a "new hire" for the agency, but not necessarily for the state, and, may or may not be counted for the EEO-4 Report as a new hire.

Minority representation has decreased by ½%, from 10 individuals in 1976 to 7 for this reporting period leaving 1% representation. There were no minority new hires this year versus two for 1976.*

II. Professionals

The number of women in this category went from 627 in 1976 to 699 in 1977; however, the percentage remained the same at 29%. The male employees in this category rose by 105, nullifying any gain women may have made.

* New hires can be misleading as indicated above.

This year 212 of the 695 new hires were female (36%) versus 233 of the 528 new hires last year (34½%).*

The percentage of minorities employed in the professional category remains roughly at 2½%. Minorities constituted less than 3% of the new hires for last year in this category and a little over 3½% for this year, indicating a slight gain in this area. The hiring ratio was about even for both sexes of minority groups.*

III. Technicians

Females fared a little better in the Technical positions this year over last, 513 (40%) this year as compared to 458 (37%) last year, or a 3% gain.

The total newly hired employees is 175 less than last year. One hundred and fifty-one (151) of last year's 448 new hires (34%) were women versus 99 of this year's 273 new hires (36%).

Minority representation remained the same as last year at 2%. The new hires, however, increased from 10 out of 448 or 2% in 1976 to 12 out of 273, or 4% in 1977. The 2% increase was primarily due to the lower number of total persons hired.*

IV. Protective Service Workers

Females are sparse in this traditionally male category; there was a one person decrease from last reporting period, leaving 15 females or a 2½% female representation. No female minorities were employed in this category either in 1976 or 1977. In 1976, minority males numbered 4 out of 537, or less than 1%; 1977 showed a loss of 1 male minority, pushing the percentage even lower.

New hires indicated that, in 1976, there were 7 women and 1 minority male new hires out of 142. The 1977 statistics show that out of 202 new hires, 10 were female and none were minorities.*

V. Para-Professionals

Women had a high representation of 816 or 61% of all employees in this category for 1976 and showed a 2% gain in 1977. This may be due to the types of jobs in this category. Example: home attendants, nurses aides and teacher aides.

New hires for females in 1976 were 51% female and in 1977, 55% female.*

Minority new hires totaled 26, or 3% in 1976. Although the number of new hires increased to 30, or 5% for 1977, the overall minority representation remained at 3% for this job category.*

* New hires can be misleading as indicated on page 1.

VI. Office and Clerical

Female numbers continued to increase in this category. Female representation in 1976 was 1,948, or 87% and in 1977 is 2,011 or 89% - a 2% increase. Females comprised 89% of the new hires in both reporting periods.*

Minorities remain at 2% of this job category, and their representation among new hires has been at 3% for both years.*

VII. Skilled Craft

The 1976 Report showed 3 newly hired females while the 1977 Report showed no additional females were hired.* There were 30 females on board in 1976, or 4% of the total employees in this category. The 1977 Report shows 26 females on board. The percentage rate remains the same.

Minority employment was unchanged, having a decrease of 1 male minority employee this year. Minorities comprise 3% of Skilled Craft Workers.

VIII. Service and Maintenance

Women comprised 29% of this category in 1976. In 1977 the number of females decreased by 64, leaving 216 females, or 26% of the work force in this category, a decline of 3%. One hundred and forty-seven (147) (40%) of the new hires for 1976 were women as compared to 99 (39%) for 1977.*

Minority representation in 1976 was 28, or slightly less than 3%. In 1977, minority representation is 24 or 2.8% - indicating a total decline of 4 persons.

Minority new hires were 13 (3%) in 1976 and 11 (4%) in 1977.

IX. Total

Women held 4,252 or 42½% of all state jobs in 1976, and 4,308 or 43% in 1977. Women's overall gain was 56 jobs or ½%.

Minorities held 242 positions (2%) in 1976 and 235 (2%) in 1977. Minority numbers have declined by 7 positions.

* New hires can be misleading as indicated on page 1.

MONTANA STATE GOVERNMENT EMPLOYMENT DATA AS OF JUNE 30, 1977

TABLE 3.1

(Do not include elected/appointed officials. Blanks will be counted as zero)

I FULL TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORY		ANNUAL SALARY (In Thousands 000)	TOTAL (COLUMNS B-K)	MALE					FEMALE				
				NON HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	NON HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
				WHITE	BLACK				WHITE	BLACK			
			A	B	C	D	E	F	G	H	I	J	K
OFFICIALS ADMINISTRATORS	1	0-9.9	0	0	0	0	0	0	0	0	0	0	0
	2	10.0-14.9	0	0	0	0	0	0	0	0	0	0	0
	3	15.0-19.9	1	0	0	0	0	0	1	0	0	0	0
	4	20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
	5	25.0-29.9	2	2	0	0	0	0	0	0	0	0	0
	6	30.0-34.9	87	70	0	0	0	0	15	1	1	0	0
	7	35.0-49.9	518	459	0	2	1	1	54	1	0	0	0
	8	50.0 PLUS	92	90	0	0	0	0	2	0	0	0	0
PROFESSIONALS	9	0-9.9	0	0	0	0	0	0	0	0	0	0	0
	10	10.0-14.9	0	0	0	0	0	0	0	0	0	0	0
	11	15.0-19.9	3	1	0	0	0	0	2	0	0	0	0
	12	20.0-24.9	36	19	0	0	0	0	15	0	0	2	0
	13	25.0-29.9	612	313	0	1	1	8	281	1	1	0	6
	14	30.0-34.9	887	619	1	4	3	6	247	0	1	1	5
	15	35.0-49.9	756	646	0	0	1	8	99	0	0	1	1
	16	50.0 PLUS	32	21	0	1	4	0	2	0	0	4	0
TECHNICIANS	17	0-9.9	0	0	0	0	0	0	0	0	0	0	0
	18	10.0-14.9	0	0	0	0	0	0	0	0	0	0	0
	19	15.0-19.9	39	13	0	0	0	1	24	0	0	0	1
	20	20.0-24.9	364	141	1	0	1	4	212	0	1	0	4
	21	25.0-29.9	526	295	0	0	1	6	220	0	1	0	3
	22	30.0-34.9	297	252	0	1	0	1	41	1	1	0	0
	23	35.0-49.9	70	66	0	0	0	0	4	0	0	0	0
	24	50.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SERVICE	25	0-9.9	0	0	0	0	0	0	0	0	0	0	0
	26	10.0-14.9	0	0	0	0	0	0	0	0	0	0	0
	27	15.0-19.9	12	11	0	0	0	0	1	0	0	0	0
	28	20.0-24.9	159	155	0	0	0	0	4	0	0	0	0
	29	25.0-29.9	170	160	0	0	1	1	8	0	0	0	0
	30	30.0-34.9	241	238	0	0	0	1	2	0	0	0	0
	31	35.0-49.9	30	30	0	0	0	0	0	0	0	0	0
	32	50.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
PARA-PROFESSIONALS	33	0-9.9	0	0	0	0	0	0	0	0	0	0	0
	34	10.0-14.9	0	0	0	0	0	0	0	0	0	0	0
	35	15.0-19.9	454	145	1	0	1	6	280	2	2	0	17
	36	20.0-24.9	453	154	1	1	1	0	291	1	2	0	2
	37	25.0-29.9	266	95	0	1	0	2	167	0	0	0	1
	38	30.0-34.9	62	46	0	0	0	1	15	0	0	0	0
	39	35.0-49.9	11	8	0	0	0	0	3	0	0	0	0
	40	50.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
OFFICE CLERICAL	41	0-9.9	0	0	0	0	0	0	0	0	0	0	0
	42	10.0-14.9	3	0	0	0	0	0	3	0	0	0	0
	43	15.0-19.9	954	46	0	0	0	1	884	1	2	0	20
	44	20.0-24.9	766	98	0	1	0	1	654	0	1	1	10
	45	25.0-29.9	465	73	0	0	0	0	385	0	0	2	5
	46	30.0-34.9	72	32	0	0	1	1	38	0	0	0	0
	47	35.0-49.9	9	4	0	0	0	0	5	0	0	0	0
	48	50.0 PLUS	1	1	0	0	0	0	0	0	0	0	0

EEOC FORM 164 AUG 76

EEOC COPY

MONTANA STATE GOV'T EMPLOYMENT DATA AS OF JUNE 30, 1977 (Cont.)

(Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (in thousands 000)	TOTAL (COLUMNS B-K)	MALE: NON-HISPANIC ORIGIN WHITE	MALE: NON-HISPANIC ORIGIN BLACK	MALE: HISPANIC	MALE: ASIAN OR PACIFIC ISLANDER	MALE: AMERICAN INDIAN OR ALASKAN NATIVE	FEMALE: NON HISPANIC ORIGIN WHITE	FEMALE: NON HISPANIC ORIGIN BLACK	FEMALE: HISPANIC	FEMALE: ASIAN OR PACIFIC ISLANDER	FEMALE: AMERICAN INDIAN OR ALASKAN NATIVE
		A	B	C	D	E	F	G	H	I	J	K
OFFICIALS ADMIN	01.39	0	0	0	0	0	0	0	0	0	0	0
	40.59	0	0	0	0	0	0	0	0	0	0	0
	60.79	2	1	0	0	0	0	1	0	0	0	0
	80.99	22	12	0	0	0	1	9	0	0	0	0
	100.129	282	260	0	1	0	7	13	0	0	0	1
	130.159	402	388	0	0	0	12	1	0	1	0	0
	160.249	20	20	0	0	0	0	0	0	0	0	0
	250 PLUS	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	01.39	0	0	0	0	0	0	0	0	0	0	0
	40.59	0	0	0	0	0	0	0	0	0	0	0
	60.79	154	71	0	0	2	1	78	0	0	1	1
	80.99	182	88	0	1	0	1	91	0	0	0	1
	100.129	315	264	0	1	0	11	39	0	0	0	0
	130.159	171	163	0	1	0	3	4	0	0	0	0
	160.249	22	21	0	0	0	0	1	0	0	0	0
	250 PLUS	0	0	0	0	0	0	0	0	0	0	0
65 TOTAL FULL TIME (LINES 1-64)		10022	5591	4	16	18	85	4196	8	14	12	78

2. OTHER THAN FULL TIME EMPLOYEES (Include temporary employees)

66 OFFICIALS ADMIN	4	3	0	0	0	0	1	0	0	0	0
67 PROFESSIONALS	180	99	0	0	0	2	77	0	0	1	1
68 TECHNICIANS	742	588	1	1	2	15	132	1	1	0	1
69 PROTECTIVE SERV	86	70	0	0	1	1	13	0	0	0	1
70 PARA PROFESSIONAL	217	85	0	1	1	1	121	0	0	0	8
71 OFFICE / CLERICAL	832	108	0	0	0	4	712	1	1	1	5
72 SKILLED CRAFT	40	30	1	0	0	0	9	0	0	0	0
73 SERV / MAINT	492	359	1	2	0	8	114	0	0	0	8
74 TOTAL OTHER THAN FULL TIME (LINES 66-73)	2593	1342	3	4	4	31	1179	2	2	2	24

3. NEW HIRES DURING FISCAL YEAR - Permanent full time only
JULY 1 - JUNE 30

75 OFFICIALS ADMIN	57	49	0	0	0	0	8	0	0	0	0
76 PROFESSIONALS	582	359	0	3	1	7	202	0	0	6	4
77 TECHNICIANS	273	165	1	0	2	6	96	0	1	0	2
78 PROTECTIVE SERV	202	192	0	0	0	0	10	0	0	0	0
79 PARA PROFESSIONAL	555	235	1	0	2	10	290	2	4	0	11
80 OFFICE CLERICAL	767	77	0	0	0	4	665	0	3	0	18
81 SKILLED CRAFT	23	22	0	0	0	1	0	0	0	0	0
82 SERV / MAINT	255	147	1	1	1	6	97	1	0	0	1
83 TOTAL NEW HIRES (LINES 75-82)	2714	1246	3	4	6	34	1368	3	8	6	36

TABLE 3.2

ANALYSIS OF WOMEN IN POLICY POSITIONS IN STATE GOVERNMENT[1/]
(MONTANA)

DEPARTMENT	DEPARTMENT HEADS			DEPUTIES & SPECIAL ASST.			ADMINISTRATIVE ASSISTANTS		
	M	F	GRADE	M	F	GRADE	M	F	GRADE
Administration	1			2					
Agriculture	1			1					
Business Regulation	1								
Community Affairs	1			1					
Public Instruction		1*							
Fish & Game	1			1				1	15
Governor's Office	1*			1	1	E	3	3	E
Health & Env. Science	1								
Highways	1			1					
Institutions**	1			1					
Justice	1*			1				1	13
Labor & Industry	1								
Lands	1								
Livestock	1								
Military Affairs	1			1					
Natural Resources	1			1					

[1/] Source: Prepared by ICCW - As of September 1977.

*Elected Officials
** Unable to obtain verification from the agency

TABLE 3.2 (Cont.)

ANALYSIS OF WOMEN IN POLICY POSITIONS IN STATE GOVERNMENT[1/]
(MONTANA)

DEPARTMENT	DIVISION ADMINISTRATOR				BUREAU CHIEF				OTHER			
	M	Grade	F	GRADE	M	GRADE	F	GRADE	M	GRADE	F	GRADE
Administration	15	17-20	1	17	23	15-18	1	17	6(2)	15-17		
Agriculture	8	14-19										
Business Regulation	4	15-18	1	16								
Community Affairs	7	17-19			21	14-17	2	14	4(2)	16-17		
Public Instruction	4	19			5	18						
Fish & Game	6	18			6	16-17			6(2)	17		
Governor's Office	2	E			5	E	2	E				
Health & Env. Sci.	4	18-24	1	18	14	17-23	3	17-23				
Highways	6	17-21			8	15-19	1	16				
Institutions**	5	17-23			5	16-17	1	17				
	10(1)	17-25										
Justice	5	E			14	15-17	2	15-17				
Labor & Industry	6	18-20			9	15-18	1	14				
Lands	3	15-17			5	14-16	2	11				
Livestock	2	19-23			6	15-21	1	14				
Military Affairs	1	17			1	15	1	13				
Natural Resources	8	15-18			10	15-17						

(1) Institution Supt.

(2) Asst. Div. Admin.

1/ Source: Prepared by ICCW - As of September 1977

** Unable to obtain verification from the Agency.

40

TABLE 3.2 (Cont.)

ANALYSIS OF WOMEN IN POLICY POSITIONS IN STATE GOVERNMENT[1/]
(MONTANA)

Department	DEPARTMENT HEADS			DEPUTIES & SPECIAL ASST.			ADMINISTRATIVE ASSISTANT		
	M	F	GRADE	M	F	GRADE	M	F	GRADE
Professional & Occupational Licen.	1						1		15
Public Service Com.	5*			1	1	14 17(3)			
Revenue	1			1					
SRS	1			1			3	1	17
TOTAL:	16			14	1		7	8	

DEPARTMENT	DIVISION ADMINISTRATOR				BUREAU CHIEFS				OTHER			
	M	GRADE	F	GRADE	M	GRADE	F	GRADE	M	GRADE	F	GRADE
Professional & Occupational Licen.												
Public Service Com.												
Revenue	22	14-16			9	13-16	4	11-15				
SRS	6	17-18	1	18	15	16-17	2	16-17	13(4)	14-17	18(4)	14-17
TOTAL:	128		4		158		23		29		18	

TOTAL POSITIONS: 406
54 Women
352 Men

(3) Exec. Sec.

(4) Co. Welfare Directors

*Elected Officials

1/ Source: Prepared by ICCW - As of September 1977.

41

WOMEN AND EARNINGS

SECTION 4

THE EARNINGS GAP

The gap between earnings of males and females is real and continues to grow. In 1955 women earned 63.9% of males earnings. By 1974 this had dropped to 57.2%

TABLE 4.1
Earnings of Full-Time, Year-Round Workers by Sex, 1972[1/]
(NATIONWIDE)

Earnings	Women	Men
Number with earnings (in thousands)	16,675	38,184
Percent	100.0	100.0
Less than $3,000	9.4	4.6
$3,000 to $4,999	26.2	6.6
$5,000 to $6,999	29.2	12.6
$7,000 to $9,999	23.9	24.9
$10,000 to $14,999	9.7	31.2
$15,000 and over	1.7	20.0

Part of the reason for this differential could be the fact that most female employment is concentrated in industries that have lower average weekly earnings. Another factor could be the following idea brought out in Women and Work. "The Employer view that women are less committed, able or productive workers than men needs careful examination.. . . . . .
. . . . . .
Possibly the opposite of what employers and some researchers claim is in fact true, that women's earnings suffer because they remain committed, steady, able workers, even when wage and promotional incentives are low. Males are in a better bargaining position than females because their labor is in shorter supply (at least when measured by unemployment rates). Moreover, they apparently press their bargaining position much harder than females do. If employers wish to retain males, and keep their productivity relatively high, they may need to pay them higher wages. The same may not apply to women workers. The problem, then, is not that women are less committed workers than men, but that they may be too committed and undemanding, and therefore less able to increase their compensation.

1/ Persons 14 years of age and over.
Source: Prepared by the Women's Bureau from data published by the U.S. Department of Commerce, Bureau of the Census, Current Population Reports, Series P-60, No. 90, 1973.

TABLE 4.2

Comparison of Median Earnings of Year-Round Full-Time Workers, by Sex 1955-1974
(NATIONWIDE)
(Persons 14 Years of Age and Over)

Year	Median earnings: Women (1)	Median earnings: Men (2)	Earnings gap in dollars (3)	Women's earnings as a percent of men's (4)	Percent men's earnings exceeded women's (5)	Earnings gap in constant 1967 dollars (6)
1974	$6,772	$11,835	$5,063	57.2	74.8	$3,433
1973	6,335	11,186	4,851	56.6	76.6	3,649
1972	5,903	10,202	4,299	57.9	72.8	3,435
1971	5,593	9,399	3,806	59.5	68.0	3,136
1970	5,323	8,966	3,643	59.4	68.4	3,133
1969	4,977	8,227	3,250	60.5	65.3	2,961
1968	4,457	7,664	3,207	58.2	72.0	3,079
1967	4,150	7,182	3,032	57.8	73.1	3,032
1966	3,973	6,848	2,875	58.0	72.4	2,958
1965	3,823	6,375	2,552	60.0	66.8	2,700
1964	3,690	6,195	2,505	59.6	67.9	2,696
1963	3,561	5,978	2,417	59.6	67.9	2,637
1962	3,466	5,974	2,528	59.5	73.4	2,790
1961	3,351	5,644	2,293	59.4	68.4	2,559
1960	3,293	5,417	2,124	60.8	64.5	2,394
1959	3,193	5,209	2,016	61.3	63.1	2,308
1958	3,102	4,927	1,825	63.0	58.8	2,108
1957	3,008	4,713	1,705	63.8	56.7	2,023
1956	2,827	4,466	1,639	63.3	58.0	2,014
1955	2,719	4,252	1,533	63.9	56.4	1,911

Notes: For 1967-1974, data include wage and salary income and earnings from self-employment; for 1956-66, data include wage and salary income only.

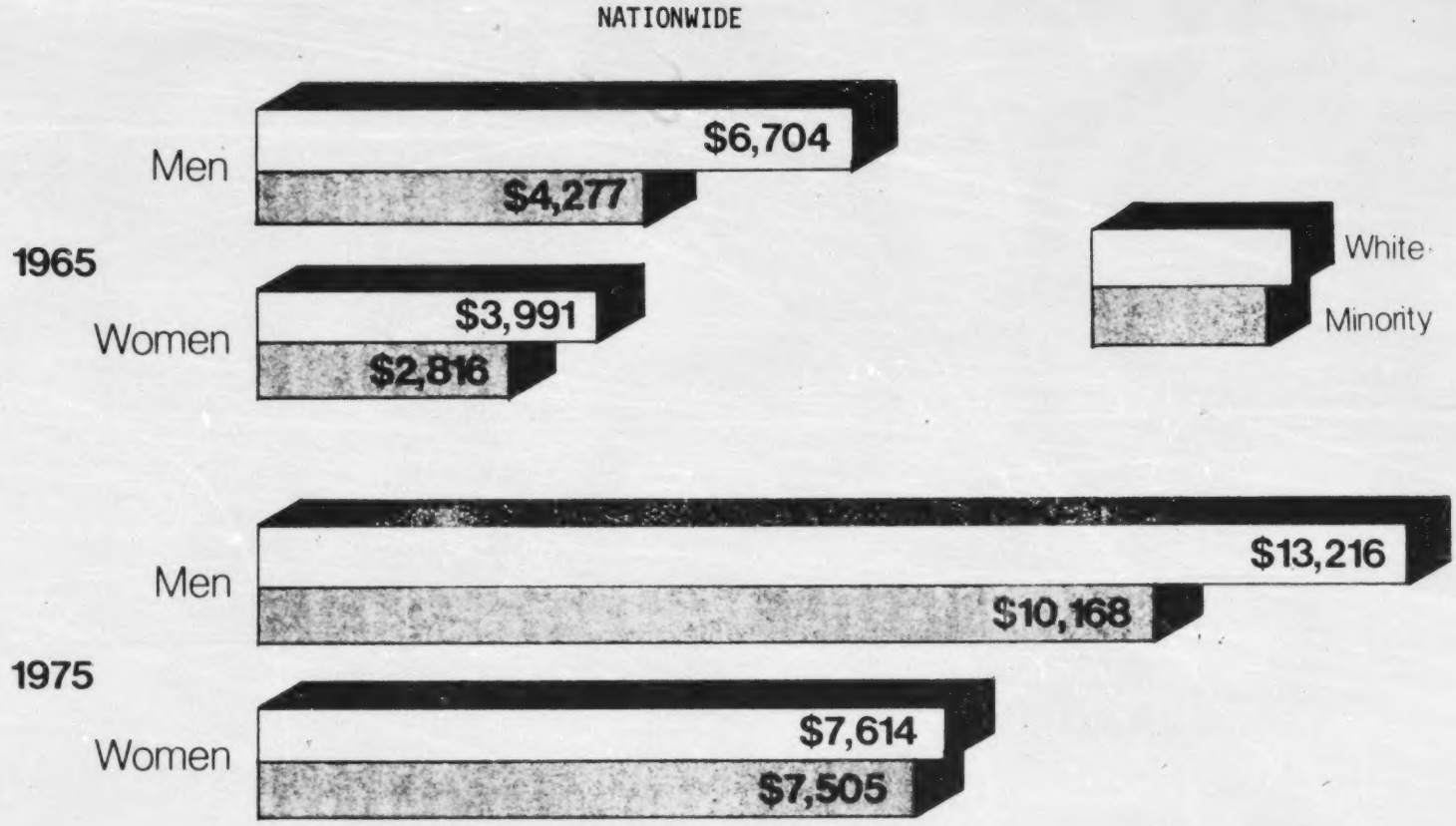
Column 3 = column 2 minus column 1.
Column 4 = column 1 divided by column 2.
Column 5 = column 2 minus column 1, divided by column 1.
Column 6 = column 3 times the purchasing power of the consumer dollar (1967 = $1.00).

Source: U.S. Department of Commerce, Bureau of the Census: "Money Income of Families and Persons in the United States," Current Population Reports, 1957 to 1975. U.S. Department of Labor, Bureau of Labor Statistics: Handbook of Labor Statistics, 1975.

44

GRAPH 4.1

Fully Employed Women Continue To Earn Less Than Fully Employed Men of Either White or Minority* Races



*Includes all races other than white.

Source: Prepared by the Women's Bureau, Employment Standards Administration, U.S. Department of Labor, from data published by the Bureau of the Census, U.S. Department of Commerce.

August 1977 GPO 921-071

45

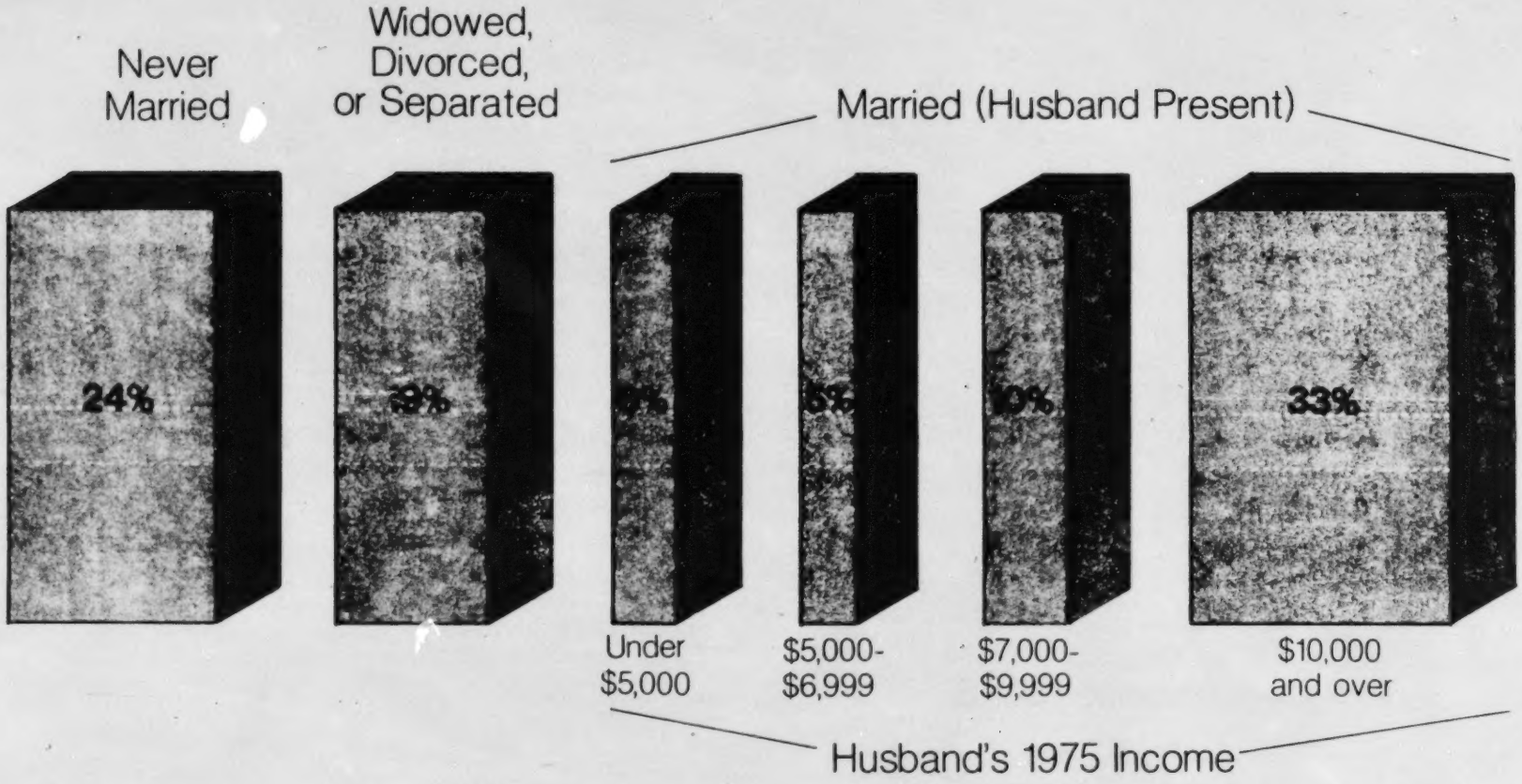
46

GRAPH 4.2

Most Women Work Because of Economic Need

(Women in the Labor Force, by Marital Status, March 1976)

NATIONWIDE



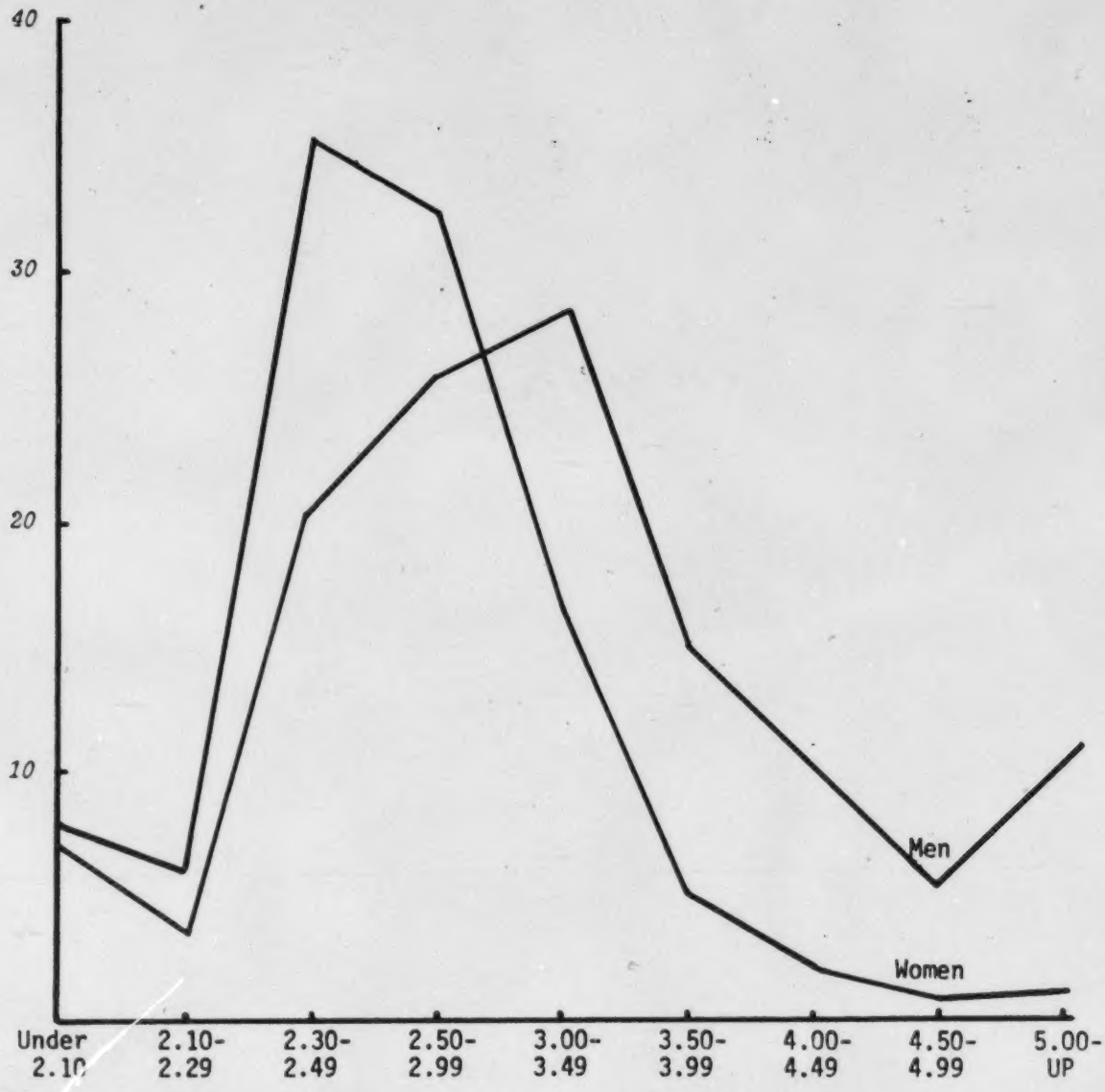
Source: Prepared by the Women's Bureau, Employment Standards Administration, from data published by the Bureau of Labor Statistics, U.S. Department of Labor.

August 1977 GPO 921-072

GRAPH 4.3

MONTANA

PERCENT DISTRIBUTION OF HOURLY WAGE RATE PLACEMENTS BY SEX*



* *As Reported by Montana's local Job Service offices, October 1, 1976 through September 30, 1977.*

TABLE 4.3

MONTANA

BREAKDOWN OF HOURLY DOLLAR WAGE RATES BY SEX*
(Montana Job Service Office)

	TOTAL APPLICANTS	PERCENT OF TOTAL BY WAGE RATE	FEMALE	PERCENT OF FEMALE BY WAGE RATE	MALE	PERCENT OF MALE BY WAGE RATE
WAGE RATES	31,642	*100.0*	12,656	*100.0*	18,986	*100.0*
Under 2.10	2,765	*8.7*	1,121	*8.9*	1,644	*8.7*
2.10-2.29	1,324	*4.2*	759	*6.0*	565	*3.0*
2.30-2.49	8,265	*26.1*	4,494	*35.5*	3,771	*19.9*
2.50-2.99	8,699	*27.5*	4,006	*31.7*	4,693	*24.7*
TOTAL PLACEMENTS						
Under 3.00	(21,053)	*(66.5)*	(10,380)	*(82.1)*	(10,673)	*(56.3)*
3.00-3.49	7,404	*23.4*	2,114	*16.7*	5,290	*27.9*
3.50-3.99	3,414	*10.8*	664	*5.2*	2,750	*14.5*
4.00-4.49	2,451	*7.7*	265	*2.1*	2,186	*11.5*
4.50-4.99	1,356	*4.3*	158	*1.2*	1,198	*6.3*
5.00-over	2,985	*9.4*	238	*1.9*	2,747	*14.5*
TOTAL PLACEMENTS						
Over 3.00	(17,610)	*(56.6)*	(3,439)	*(27.1)*	(14,171)	*(74.7)*
AVERAGE WAGE	3.11	*(122.2)*	2.68	*(109.2)*	3.31	*(131.8)*

* Percentages do not add to 100%, since one applicant may have been placed at more than one job and more than one wage rate.

Source: Montana State Employment Security Division, Employment Security Automated Reporting System, October 1, 1976 through September 30, 1977.

MONTANA FEMALE UNEMPLOYMENT

SECTION 5

. . . . . The following pages contain information on occupational attachment of unemployed females, and Job Service activities involving female applicants.

TABLE 5.1

OCCUPATIONAL ATTACHMENT OF
UNEMPLOYED FEMALES IN MONTANA

1974-1977

(Percent Distribution)

	1974	1975	1976	1977[1/]
Professional, Technical & Managerial	8.4%	7.6%	12.6%	13.4%
Clerical	48.6%	48.3%	45.2%	41.1%
Services	35.2%	34.7%	33.4%	37.8%
Farming, Fishing, Forestry & Related	.3%	.2%	1.3%	.3%
Processing	1.4%	.8%	.8%	.8%
Machines Trades	1.4%	2.3%	1.2%	1.4%
Bench Work	1.6%	1.6%	1.1%	.9%
Structural Work	.6%	1.1%	.9%	1.1%
Miscellaneous	2.5%	3.4%	3.5%	3.2%
TOTAL:	100.0%	100.0%	100.0%	100.0%

Source: ES 203 (Sample claims as reported by Montana's Local Job Service office). Employment Security Division, Research and Analysis Section.

1/ January 1 through August 30, 1977.

TABLE 5.2

JOB COUNSELING AND TRAINING ACTIVITY

(Montana Job Service Offices)

TOTAL APPLICANTS COUNSELED:	18,102
Females Counseled:	7,795
TOTAL REFERRED TO SUPPORT SERVICE:	3,588
Females Referred:	1,165
TOTAL GIVEN TESTS:	10,942
Females Tested:	7,176
TOTAL ENROLLED IN TRAINING:	3,554
Females Enrolled:	1,780
TOTAL PLACEMENTS RESULTING FROM JOB DEVELOPMENT:	6,074
Female Placements:	2,358

Source: Montana State Employment Security Division, Employment Security Automated Reporting System, October 1, 1976 through September 30, 1977.

TABLE 5.3

MONTANA

JOB PLACEMENT ACTIVITY
(Montana Job Service Offices)

		Percent
TOTAL APPLICANTS	127,842	*100.0*
Female Applicants	53,880	*42.1*
Male Applicants	73,962	*57.9*
		Percent of Applicants Placed By Sex
TOTAL PLACEMENTS	31,642	*24.8*
Female Placements	12,656	*23.5*
Male Placements	18,986	*25.7*

TABLE 5.4
MONTANA
BREAKDOWN OF JOB PLACEMENTS
BY HOURLY DOLLAR WAGE RATE AND SEX*

WAGE RATE	TOTAL APPLICANTS	NUMBER OF FEMALES	NUMBER OF MALES	PERCENT TOTAL	PERCENT FEMALE	PERCENT MALE
TOTAL	31,642	12,656	18,986	*100.0*	*40.0*	*60.0*
Under 2.10	2,765	1,121	1,644	*100.0*	*40.5*	*59.5*
2.10-2.29	1,324	759	565	*100.0*	*57.3*	*42.7*
2.30-2.49	8,265	4,494	3,771	*100.0*	*54.4*	*45.6*
2.50-2.99	8,699	4,006	4,693	*100.0*	*46.0*	*53.9*
3.00-3.49	7,404	2,114	5,290	*100.0*	*28.6*	*71.4*
3.50-3.99	3,414	664	2,750	*100.0*	*19.4*	*80.6*
4.00-4.49	2,451	265	2,186	*100.0*	*10.8*	*89.2*
4.50-4.99	1,356	158	1,198	*100.0*	*11.7*	*88.3*
5.00- up	2,895	238	2,747	*100.0*	*8.0*	*92.0*

* Wage rate figures may not add to total, since one applicant may have been placed at more than one job, and therefore listed at more than one wage level.

Source: Montana State Employment Security Division, Employment Security Automated Reporting System, October 1, 1976 through September 30, 1977.

TABLE 5.5

MONTANA

CHARACTERISTICS OF WIN PLACEMENTS
(Montana Job Service Offices)

	NUMBER	PERCENT
TOTAL WIN REGISTRANTS:	4,585	100.0%
Female Registrants:	3,645	79.5%
Male Registrants:	940	20.5%
TOTAL WIN PLACEMENTS:	1,303	100.0%
Female Placements:	1,024	78.6%
Male Placements:	279	21.4%

TABLE 5.6
MONTANA
HOURLY DOLLAR WAGES AT WHICH WIN REGISTRANTS WERE PLACED

	Registrants	Under 2.10	2.10-2.29	2.30-2.49	2.50-2.99	3.00-3.49	3.50-3.99	4.00-4.49	4.50-4.99	5.00-up	Average Wage
Total	1,303	71	60	388	365	161	88	51	17	102	2.98
Female	1,024	62	55	361	320	122	56	22	7	19	2.68
Male	279	9	5	27	45	39	32	29	10	83	4.07

TABLE 5.7
MONTANA
OCCUPATIONAL CATEGORY OF WIN PLACEMENTS

		TOTAL	FEMALE	PERCENT
0-1	Professional, Technical & Managerial	86	71	82.6%
2	Clerical & Sales	348	326	93.7%
3	Service	571	522	91.4%
4	Farming, Fishing, Forestry & Related	22	8	36.4%
5	Processing	19	10	52.6%
6	Machine Trades	32	9	28.1%
7	Bench Work	22	17	77.3%
8	Structural Work	75	7	9.3%
9	Other	128	54	42.2%

Source: Montana State Employment Security Division, Employment Security Automated Reporting System, October 1, 1976 through September 30, 1977.

EDUCATION

SECTION 6

. . . . . National and State trends of female educational attainment.

EDUCATIONAL ATTAINMENT OF WOMEN IN MONTANA

As of the 1970 Census, Montana women had completed 12.3 years of schooling as compared to 11.9 years for Montana men.

Nationwide, men and women in the labor force have the same median number of school years completed. However, more women had completed high school (75% Vs. 71%) while more men had completed college (19% Vs. 14%).[1/]

On the college level national figures from the U.S. Department of H.E.W.'s publication Earned Degrees Conferred, show a continued trend toward higher educational attainment. The number of students receiving degrees increased 84% during the decade ending in 1975. Total females receiving degrees more than doubled, rising from 274,000 in 1965 to 569,000 in 1975, a 107.5% increase. The number of males receiving degrees also increased (69.5% over 1965 figures).

The number of students receiving degrees in Montana has also increased by 45.5% between 1965 and 1977. Female graduation increased 64.3%, (or 730 students) while male graduation increased 34.4%, (or 667 students). The following table gives a breakdown of the increases noted in Montana's institutions of higher education within the last 12 years. Note that first professional degree increases may be misleading due to the small amount of students receiving these degrees. (First professional degrees include such occupations as dentistry, law, medicine, theology, etc. In order to be classified as a first professional degree, a program must require at least two years of college work prior to entrance and call for at least 6 years of college education for completion.)

1/ U.S. Department of Labor, "Educational Attainment of Workers, March 1977", Monthly Labor Review, Vol. 100 No. 12, Washington, D.C.: U.S. Government Printing Office, December 1977.

PERCENT INCREASE BY DEGREES EARNED IN MONTANA 1965-1977

Bachelors		Masters		First Professional		Ph. D.	
Men	Women	Men	Women	Men	Women	Men	Women
27.4%	51.7%	36.7%	303.7%	116.1%	700.0%	103.4%	100.0%

Not only are Montana women achieving a higher education, they are also heading toward non-traditional careers more than ever before. Between 1970 and 1977, the percentage of women receiving degrees increased in the following non-traditional fields: agriculture and natural resources (14.9), biological sciences (9.3), business management (9.2), law (7.8), engineering (6.2), and math (4.1). The percentage of women receiving degrees has decreased in such traditional fields as: fine and applied arts (-9.7), home economics (-6.0), health (-2.7), foreign language (-.8), and education (-.5). Note that 1977 figures do not include private institution data; therefore, the differentials may vary slightly.

An analysis conducted by the National Center for Educational Statistics showed that the percentage of women enrolled in first-professional degree programs has increased dramatically. Between 1969-1970 and 1975-1976, the proportion of women among total enrollment in selected programs had risen in medicine from 9.0 to 20.5%, in dentistry from 1.4 to 9.7%, in veterinary medicine from 8.8 to 23.5%, and in law from 7.0 to 23.3%.2/

The percentage of women returning to school to receive their masters degree is also on the upswing in almost all occupational categories, as can be seen in both state and national totals.

2/ U.S. Department of Commerce, Statistical Reporter, December 1977, Washington, D.C. : U.S. Government Printing Office, 1977, p. 87.

TABLE 6.1

MONTANA

1970 CENSUS DATA

AVERAGE EDUCATIONAL ATTAINMENT

AREA	NUMBER OF PERSONS	MEDIAN SCHOOL YEAR COMPLETED
STATE		
Total, 14 & over	501,780	12.2
Males, 14 & over	248,999	12.1
Females, 14 & over	252,781	12.2
Total, 25 & over	364,508	12.3
Males, 25 & over	180,092	12.2
Females, 25 & over	184,416	12.3
URBAN		
Total, 14 & over	272,328	12.3
Males, 14 & over	131,736	12.3
Females, 14 & over	140,592	12.3
Total, 25 & over	192,060	12.4
Males, 25 & over	91,644	12.4
Females, 25 & over	100,416	12.4
RURAL NON-FARM		
Total, 14 & over	169,903	11.8
Males, 14 & over	85,103	11.3
Females, 14 & over	84,800	12.0
Total, 25 & over	127,668	12.1
Males, 25 & over	64,302	12.0
Females, 25 & over	63,366	12.2
RURAL FARM		
Total, 14 & over	59,549	11.8
Males, 14 & over	32,160	11.0
Females, 14 & over	27,389	12.2
Total, 25 & over	44,780	12.2
Males, 25 & over	24,146	11.6
Females, 25 & over	20,634	12.4

TABLE 6.2

MONTANA

NUMBER OF DEGREES AWARDED, 1965-66 THROUGH 1976-77

(By Sex)

	BACHELOR'S		MASTER'S		FIRST PROFESSIONAL		PHD	
YEAR	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
1965-66	1590	1078	288	54	31	1	29	2
66-67	1601	1113	287	89	35	-	46	3
67-68	1644	1185	347	109	33	1	41	3
68-69	1873	1449	371	134	47	-	47	4
69-70	2193	1553	433	153	34	-	62	1
70-71	2309	1682	512	170	34	1	74	2
71-72	2301	1819	480	182	39	0	67	5
*72-73								
73-74	2252	1621	485	187	49	2	93	10
74-75	2083	1639	435	178	54	7	73	8
*75-76	2208	1634	468	218	58	7	61	5
*76-77	2025	1635	454	218	67	8	59	4

* Information for the year 1972-1973 is not available. Information for the years 1975-1977 has not yet been published. Figures were obtained through the Montana State Department of Education, Office of the Commissioner of higher education, and include only public institution data.

Source: U. S. Department of Health, Education and Welfare, National Center for Educational Statistics, Earned Degrees Conferred, 1965-1975

TABLE 6.3

NATIONWIDE

NUMBER OF DEGREES AWARDED, 1965-66 THROUGH 1974-75

(By Sex)

	BACHELOR'S		MASTER'S		FIRST PROFESSIONAL		PHD	
YEAR	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
1965-66	301,969	223,296	93.184	47,588	29,153	1,195	16,121	2,118
66-67	324,710	238,232	103,179	54,713	30,590	1,330	18,164	2,457
67-68	360,163	277,174	113,749	63,401	32,667	1,587	20,185	2,906
68-69	412,864	321,138	121,881	72,553	34,069	1,612	22,753	3,436
69-70	453,605	344,465	126,146	83,241	33,344	1,908	25,892	3,980
70-71	478,423	367,687	138,590	92,896	35,797	2,479	27,534	4,579
71-72	503,361	390,479	150,085	102,689	41,021	2,753	28,095	5,274
72-73	521,534	408,738	155,000	109,525	46,827	3,608	28,575	6,215
73-74	530,907	423,469	158,344	119,915	48,904	5,374	27,374	6,452
74-75	508,424	423,239	162,115	131,536	49,230	7,029	26,819	7,267

Source: U.S. Department of Health, Education and Welfare, National Center for Educational Statistics, Earned Degrees Conferred, 1965-1974.

TABLE 6.4

MONTANA

PERCENT DISTRIBUTION OF DEGREES AWARDED, 1965-66 THROUGH 1976-77

(By Sex)

	BACHELOR'S		MASTER'S		FIRST PROFESSIONAL		PHD	
YEAR	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
1965-66	59.6	40.4	84.2	15.8	96.9	3.1	93.5	6.5
66-67	59.0	41.0	76.3	23.7	100.0	0	93.9	6.1
67-68	58.1	41.9	76.1	23.9	97.0	3.0	93.2	6.8
68-69	56.4	43.6	73.5	26.5	100.0	0	92.2	7.8
69-70	58.5	41.5	73.9	26.1	100.0	0	98.4	1.6
70-71	57.9	42.1	75.1	24.9	97.1	2.9	97.4	2.6
71-72	55.8	44.2	72.5	27.5	100.0	0	93.1	6.9
* 72-73								
73-74	58.1	41.9	72.2	27.8	96.1	3.9	90.3	9.7
74-75	56.0	44.0	71.0	29.0	88.5	11.5	90.1	9.9
* 75-76	57.5	42.5	68.2	31.8	89.2	10.8	92.4	7.6
* 76-77	55.3	44.7	67.6	32.4	89.3	10.7	93.7	6.3

* *Information for the year 1972-1973 is not available. Information for the years 1975-1977 has not yet been published. Figures were obtained through the Montana State Department of Education, Office of the Commissioner of higher education, and include only public institution data.*

Source: U.S. Department of Health, Education and Welfare, National Center for Educational Statistics, Earned Degrees Conferred, 1965-1975.

TABLE 6.5

NATIONWIDE

PERCENT DISTRIBUTION OF DEGREES AWARDED, 1965-66 THROUGH 1974-75

(By Sex)

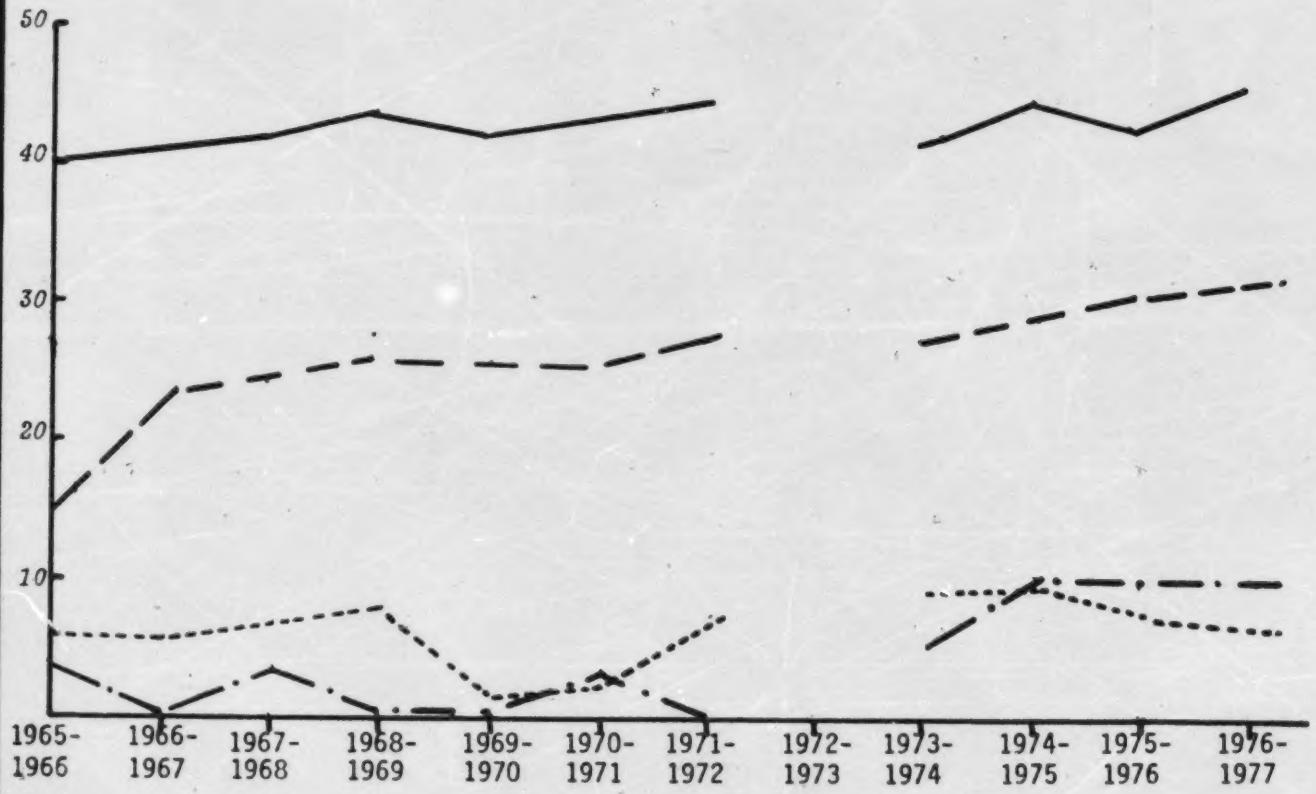
	BACHELOR'S		MASTER'S		FIRST PROFESSIONAL		PHD	
YEAR	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
1965-66	57.5	42.5	66.2	33.8	96.1	3.9	88.4	11.6
66-67	57.7	42.3	65.3	34.7	95.8	4.2	88.1	11.9
67-68	56.5	43.5	64.2	35.8	95.4	4.6	87.4	12.6
68-69	56.2	43.8	62.7	37.3	95.5	4.5	86.9	13.1
69-70	56.8	43.2	60.2	39.8	94.6	5.4	86.7	13.3
70-71	56.5	43.5	59.8	40.1	93.5	6.5	85.7	14.3
71-72	56.3	43.7	99.4	40.6	93.7	6.3	84.2	15.8
72-73	56.1	43.9	58.6	41.4	92.8	7.2	82.1	17.9
73-74	55.6	44.4	57.9	43.1	90.1	9.9	80.9	19.1
74-75	54.6	45.4	55.2	44.8	87.5	12.5	78.7	21.3

Source: U.S. Department of Health, Education and Welfare, National Center for Educational Statistics, Earned Degrees Conferred, 1965-1975.

GRAPH 6.1

PERCENT DISTRIBUTION OF DEGREES AWARDED TO FEMALES

(MONTANA)



GRAPH 6.2

PERCENT DISTRIBUTION OF DEGREES AWARDED TO FEMALES

(UNITED STATES)

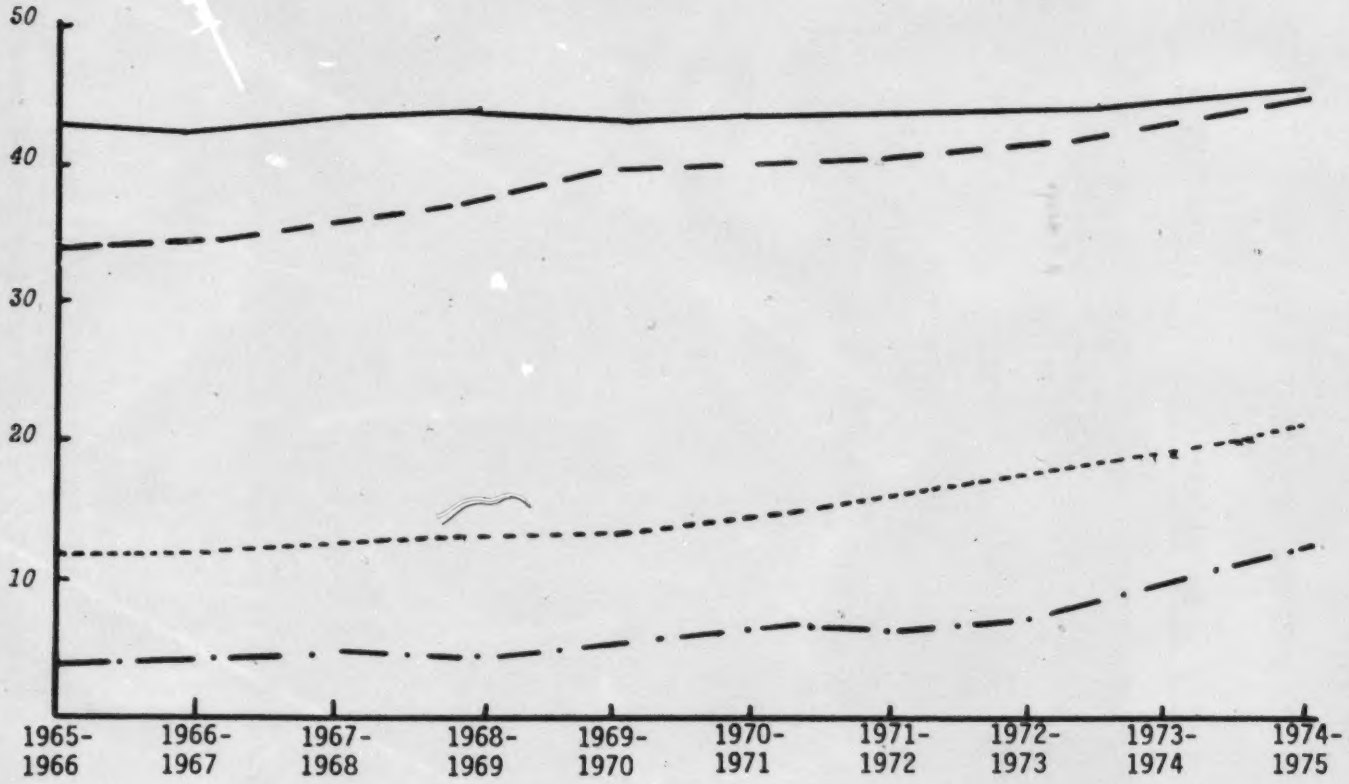


TABLE 6.6

MONTANA

OCCUPATIONAL CATEGORY OF DEGREES AWARDED, 1970-1977

	BACHELORS			MASTERS			DOCTORATE		
	TOTAL	WOMEN	% OF TOTAL WOMEN	TOTAL	WOMEN	% OF TOTAL WOMEN	TOTAL	WOMEN	% OF TOTAL WOMEN
AGRICULTURE & NATURAL RESOURCES									
1970-71	208	7	*3.4*	43	1	*2.3*	11	0	*0*
71-72	228	12	*5.3*	44	1	*2.3*	6	0	*0*
*72-73									
73-74	268	28	*10.4*	40	3	*7.5*	7	0	*0*
*74-75									
*75-76	379	58	*15.3*	48	8	*16.7*	6	0	*0*
*76-77	367	67	*18.3*	38	7	*18.4*	5	0	*0*
ARCHITECTURE & ENVIRONMENTAL DESIGN									
70-71	27	1	*3.7*	-	-	-	-	-	-
71-72	30	-	-	-	-	-	-	-	-
*72-73		-	-	-	-	-	-	-	-
73-74	19	-	-	-	-	-	-	-	-
*74-75									
*75-76	28	-	-	-	-	-	-	-	-
*76-77	36	1	-	-	-	-	-	-	-
AREA STUDIES									
1970-71	1	-	-	-	-	-	-	-	-
71-72	1	-	-	-	-	-	-	-	-
*72-73									
73-74	1	1	*100.0*	-	-	-	-	-	-
*74-75				-	-	-	-	-	-
*75-76	1	1	*100.0*	-	-	-	-	-	-
*76-77	2	2	*100.0*	-	-	-	-	-	-

* *Information for the years 1972-73 and 1974-75 is not available. Information for 1975-1977 was obtained through the Montana State Department of Education, Office of the Commissioner of Higher Education and includes only public institution data.*

Source: U.S. Department of Health, Education & Welfare, National Center for Educational Statistics, Earned Degrees Conferred 1965-1975.

67

TABLE 6.6 (Cont.)

MONTANA

OCCUPATIONAL CATEGORY OF DEGREES AWARDED, 1970-1977

	BACHELORS			MASTERS			DOCTORATE		
	TOTAL	WOMEN	% OF TOTAL WOMEN	TOTAL	WOMEN	% OF TOTAL WOMEN	TOTAL	WOMEN	% OF TOTAL WOMEN
BIOLOGICAL SCIENCES									
1970-71	216	68	*31.5*	42	6	*14.3*	12	-	-
71-72	193	69	*35.8*	58	13	*22.4*	15	1	*6.7*
*72-73	-	-		-	-		-	-	-
73-74	245	75	*30.6*	28	5	*17.9*	17	3	*17.6*
*74-75	-	-	-	-	-	-	-	-	-
*75-76	268	91	*34.0*	40	8	*20.0*	14	0	-
*76-77	200	77	*38.5*	40	12	*30.0*	11	3	*27.3*
BUSINESS & MANAGEMENT									
1970-71	499	72	*14.4*	41	5	*12.2*	-	-	-
71-72	488	71	*14.5*	44	2	*4.5*	-	-	-
*72-73	-	-	-	-	-	-	-	-	-
73-74	447	61	*13.6*	49	2	*4.1*	-	-	-
*74-75	-	-	-	-	-	-	-	-	-
*75-76	501	113	*22.6*	73	7	*9.6*	-	-	-
*76-77	461	117	*25.4*	62	6	*9.7*	-	-	-
COMPUTER & INFORMATION SCIENCES									
1970-71	1	-	-	-	-	-	-	-	-
71-72	3	1	*33.3*	-	-	-	-	-	-
*72-73	-	-	-	-	-	-	-	-	-
73-74	13	1	*7.7*	-	-	-	-	-	-
*74-75	-	-	-	-	-	-	-	-	-
*75-76	28	3	*10.7*	-	-	-	-	-	-
*76-77	23	4	*17.4*	-	-	-	-	-	-

* *Information for the years 1972-73 and 1974-75 is not available. Information for 1975-1977 was obtained through the Montana State Department of Education, Office of the Commissioner of Higher Education and includes only public institution data.*

Source: U.S. Department of Health, Education & Welfare, National Center for Educational Statistics, Earned Degrees Conferred 1965-1975.

TABLE 6.6 (Cont.)

MONTANA

OCCUPATIONAL CATEGORY OF DEGREES AWARDED, 1970-1977

	BACHELORS			MASTERS			DOCTORATE		
	TOTAL	WOMEN	% OF TOTAL WOMEN	TOTAL	WOMEN	% OF TOTAL WOMEN	TOTAL	WOMEN	% OF TOTAL WOMEN
EDUCATION									
1970-71	1266	827	*65.3*	269	82	*30.5*	20	1	*5.0*
71-72	1348	913	*67.7*	244	91	*37.3*	18	3	*16.7*
*72-73	-	-	-	-	-	-	-	-	-
73-74	1123	764	*68.0*	307	118	*38.4*	31	3	-
*74-75	-	-	-	-	-	-	-	-	-
*75-76	844	554	*65.6*	315	127	*40.3*	20	3	*15.0*
*76-77	758	502	*66.2*	321	135	*42.1*	21	1	*4.8*
ENGINEERING									
1970-71	273	6	*2.2*	53		-	11	-	-
71-72	258	6	*2.3*	47		-	7	-	-
*72-73	-	-	-	-		-	-	-	-
73-74	259	5	*1.9*	53	3	*5.7*	9	-	-
*74-75	-	-	-	-	-	-	-	-	-
*75-76	251	13	*5.2*	44	1	*2.3*	3	-	-
*76-77	253	21	*8.3*	62	3	*4.8*	1	-	-
FINE & APPLIED ARTS									
1970-71	87	50	*57.5*	20	6	*30.0*	-	-	-
71-72	88	49	*55.7*	19	7	*36.8*	-	-	-
*72-73	-	-	-	-	-	-	-	-	-
73-74	96	59	*61.5*	14	3	*21.4*	-	-	-
*74-75	-	-	-	-	-	-	-	-	-
*75-76	139	57	*41.0*	22	8	*36.4*	-	-	-
*76-77	120	52	*43.3*	16	6	*37.5*	-	-	-

* *Information for the years 1972-73 and 1974-75 is not available. Information for 1975-1977 was obtained through the Montana State Department of Education, Office of the Commissioner of Higher Education and includes only public institution data.*

Source: U.S. Department of Health, Education & Welfare, National Center for Educational Statistics, Earned Degrees Conferred 1965-1975.

TABLE 6.6 (Cont.)

MONTANA

OCCUPATIONAL CATEGORY OF DEGREES AWARDED, 1970-1977

	BACHELORS			MASTERS			DOCTORATE		
	TOTAL	WOMEN	% OF TOTAL WOMEN	TOTAL	WOMEN	% OF TOTAL WOMEN	TOTAL	WOMEN	% OF TOTAL WOMEN
FOREIGN LANGUAGE									
1970-71	48	40	*83.3*	11	6	*54.5*	-	-	-
71-72	53	34	*64.2*	11	7	*63.6*	-	-	-
*72-73									
73-74	55	46	*83.6*	7	4	*57.1*	-	-	-
*74-75									
*75-76	51	40	*78.4*	6	4	*66.7*	-	-	-
*76-77	52	39	*75.0*	5	5	*100.0*	-	-	-
HEALTH PROFESSIONS									
1970-71	178	150	*84.3*	18	16	*88.9*	-	-	-
71-72	135	107	*79.3*	21	20	*95.2*	-	-	-
*72-73									
73-74	82	54	*65.9*	10	7	*70.0*	-	-	-
*74-75									
*75-76	298	233	*78.2*	6	13	*81.3*	-	-	-
*76-77	331	270		13	12	*92.3*	-	-	-
HOME ECONOMICS									
1970-71	92	90	*97.8*	6	6	*100.0*	-	-	-
71-72	102	101	*99.0*	3	3	*100.0*	-	-	-
*72-73									
73-74	113	108	*95.6*	10	10	*100.0*	-	-	-
*74-75									
*75-76	87	85	*97.7*	6	5	*83.3*	-	-	-
*76-77	331	270	*81.6*	13	12	*92.3*	-	-	-

* *Information for the years 1972-73 and 1974-75 is not available. Information for 1975-1977 was obtained through the Montana State Department of Education, Office of the Commissioner of Higher Education and includes only public institution data.*

Source: U.S. Department of Health, Education & Welfare, National Center for Educational Statistics, Earned Degrees Conferred 1965-1975.

TABLE 6.6 (Cont.)

MONTANA

OCCUPATIONAL CATEGORY OF DEGREES AWARDED, 1970-1977

	BACHELORS			MASTERS			DOCTORATE		
	TOTAL	WOMEN	% OF TOTAL WOMEN	TOTAL	WOMEN	% OF TOTAL WOMEN	TOTAL	WOMEN	% OF TOTAL WOMEN
LETTERS									
1970-71	254	143	*56.3*	16	2	*12.5*	-	-	-
71-72	226	151	*66.8*	22	9	*40.9*	-	-	-
*72-73	-	-	-	-	-	-	-	-	-
73-74	195	114	*58.5*	25	7	*28.0*	-	-	-
*74-75	-	-	-	-	-	-	-	-	-
*75-76	172	85	*49.4*	23	6	*26.1*	-	-	-
*76-77	151	87.5	*57.9*	24	5	*20.8*	-	-	-
LIBRARY SCIENCE									
1970-71	-	-	-	5	5	*100.0*	-	-	-
71-72	-	-	-	4	2	*50.0*	-	-	-
*72-73	-	-	-	2	1	*50.0*	-	-	-
73-74	-	-	-	-	-	-	-	-	-
*74-75	-	-	-	-	-	-	-	-	-
*75-76	-	-	-	6	3	*50.0*	-	-	-
*76-77	-	-	-	-	-		-	-	-
MATHEMATICS									
1970-71	95	29	*30.5*	30	5	*16.7*	5	-	-
71-72	95	37	*38.9*	32	6	*18.8*	3	-	-
*72-73	-	-	-	-	-	-	-	-	-
73-74	54	17	*31.5*	30	5	*16.7*	6	-	-
*74-75	-	-	-	-	-	-	-	-	-
*75-76	59.5	19	*31.9*	8	4	*50.0*	4	1	
*76-77	47.5	16	*33.7*	8	2	*25.0*	4	-	-

* *Information for the years 1972-73 and 1974-75 is not available. Information for 1975-1977 was obtained through the Montana State Department of Education, Office of the Commissioner of Higher Education and includes only public institution data.*

Source: U.S. Department of Health, Education & Welfare, National Center for Educational Statistics, Earned Degrees Conferred 1965-1975.

TABLE 6.6 (Cont.)

MONTANA

OCCUPATIONAL CATEGORY OF DEGREES AWARDED, 1970-1977

	BACHELORS			MASTERS			DOCTORATE		
	TOTAL	WOMEN	% OF TOTAL WOMEN	TOTAL	WOMEN	% OF TOTAL WOMEN	TOTAL	WOMEN	% OF TOTAL WOMEN
PHYSICAL SCIENCES									
1970-71	75	9	*12.0*	32	3	*9.4*	12	-	-
71-72	71	11	*15.5*	29	1	*3.4*	12	1	*8.3*
*72-73	-	-	-	-	-	-	-	-	-
73-74	77	16	*20.8*	22	2	*9.1*	12	1	*8.3*
*74-75	-	-	-	-	-	-	-	-	-
*75-76	79.5	14	*17.6*	21	3	*14.3*	8	0	-
*76-77	116	16	*13.8*	18	3	*16.7*	8	0	-
PSYCHOLOGY									
1970-71	50	16	*32.0*	14	3	*21.4*	5	1	*20.0*
71-72	72	31	*43.1*	8	2	*25.0*	9	-	-
*72-73	-	-	-	-	-	-	-	-	-
73-74	99	40	*40.4*	14	2	*14.3*	18	3	*16.7*
*74-75	-	-	-	-	-	-	-	-	-
*75-76	91	44	*48.4*	14	8	*57.1*	10	1	*10.0*
*76-77	69	34	*14*	14	2	*14.3*	9	0	-
PUBLIC AFFAIRS & SERVICES									
1970-71	37	23	*62.2*	-	-	-	-	-	-
71-72	56	44	*78.6*	-	-	-	-	-	-
*72-73	-	-	-	-	-	-	-	-	-
73-74	99	59	*59.6*	21	4	*19.0*	-	-	-
*74-75	-	-	-	-	-	-	-	-	-
*75-76	85	63	*74.1*	15	1	*6.7*	-	-	-
*76-77	104	66	*63.5*	23	10	*43.5*	-	-	-

* *Information for the years 1972-73 and 1974-75 is not available. Information for 1975-1977 was obtained through the Montana State Department of Education, Office of the Commissioner of Higher Education and includes only public institution data.*

Source: U.S. Department of Health, Education & Welfare, National Center for Educational Statistics, Earned Degrees Conferred 1965-1975.

TABLE 6.6 (Cont.)

MONTANA

OCCUPATIONAL CATEGORY OF DEGREES AWARDED, 1970-1977

	BACHELORS			MASTERS			DOCTORATE		
	TOTAL	WOMEN	% OF TOTAL WOMEN	TOTAL	WOMEN	% OF TOTAL WOMEN	TOTAL	WOMEN	% OF TOTAL WOMEN
SOCIAL SCIENCES									
1970-71	510	135	*26.5*	16	4	*25.0*	-	-	-
71-72	555	152	*27.4*	33	5	*15.2*	2	-	-
*72-73	-	-	-	-	-	-	-	-	-
73-74	511	138	*27.0*	40	11	*27.5*	3	-	-
*74-75	-	-	-	-	-	-	-	-	-
*75-76	406.5	128	*31.5*	23	9	*39.1*	1	-	-
*76-77	401	143	*35.7*	17	4	*23.5*	4	-	-
INTERDISCIPLINARY STUDIES									
1970-71	47	8	*17.0*	63	19	*30.2*	-	-	-
71-72	61	14	*23.0*	41	13	*31.7*	-	-	-
*72-73	-	-	-	-	-	-	-	-	-
73-74	34	12	*35.3*	-	-	-	-	-	-
*74-75	-	-	-	-	-		-	-	-
*75-76	13	2	*15.4*	6		*50.0*	-	-	-
*76-77	30	12	*40.0*	8	3	*37.5*	-	-	-

	FIRST PROFESSIONAL DEGREES IN MONTANA		
	TOTAL	WOMEN	% OF TOTAL WOMEN
LAW			
1970-71	35	1	*2.9*
71-72	39	-	-
*72-73	-	-	-
73-74	51	2	*3.9*
*74-75	-	-	-
*75-76	65	7	*10.8*
*76-77	75	8	*10.7*

* *Information for the years 1972-73 and 1974-75 is not available. Information for 1975-1977 was obtained through the Montana State Department of Education, Office of the Commissioner of Higher Education and includes only public institution data.*

Source: U.S. Department of Health, Education & Welfare, National Center for Educational Statistics Earned Degrees Conferred 1965-1975.

LAWS AFFECTING MONTANA WOMEN

SECTION 7

. . . . . The following pages give a brief description of the laws affecting Montana women, guidelines to determine if a discriminatory problem exists, and where to go for help.

WHAT IS DISCRIMINATION?

Discrimination against women in employment is a very real problem. Sex discrimination accounts for 40% of the complaints being received by the Equal Opportunity Commission.[1] Some major discriminatory practices affecting women which have been brought to court by the EEOC include:[2]

1. Failure to recruit women or minorities for traditionally male and/or high paying jobs;
2. Use of discriminatory tests for hiring or promotions;
3. Failure to allow female employees to work after the third month of pregnancy;
4. Discrimination against women with respect to job assignments, pay, and hours;
5. Discrimination against women by treating pregnancy differently than other nonoccupational disabilities;
6. Relegation of women and minorities to low paid, undesirable jobs;
7. The practice of laying off female employees while retaining male employees with less seniority;
8. Exclusion of female employees from supervisory positions;
9. The practice of limiting overtime work for female employees;
10. Use of stiffer promotion criteria for women than for men;
11. The practice of firing a female employee after she filed sex discrimination charges (Retaliation by an employer is a misdemeanor. The Human Rights Commission is empowered to treat the retaliation as a separate discrimination complaint and take action to stop it.[3])
12. The use of sex-segregated help-wanted ads.
13. Requiring applicants to weigh 130 pounds.
14. Enforcement of male and female job classifications;
15. Limiting women to low-paying clerical jobs.
16. Use of hiring criteria that excludes female applicants.

Footnotes

WHAT IS DISCRIMINATION?

1/ Executive Enterprises Publishing, EEO Compliance Kit, Working Manual pp. 354b.

2/ Note that the discriminatory practices listed are specific cases - no generalities can be made. For more information, see the EEO Compliance Kit, working manual.

3/ Montana Department of Labor, Labor Standards Division, Montana Women and the Law, p. 3.

EMPLOYMENT (Federal Laws)

Executive Order 11246 [1/]

Purpose: To eliminate discrimination because of race, color, religion, sex or national origin. E.O. 11246 not only forbids discrimination, it requires that the employer remedy the effects of past discrimination through affirmative action.

Provisions:

1. All employers with government contracts or subcontracts exceeding $10,000 are required to follow a 7-point discrimination clause set up in E.O. 11246.

2. Contractors and subcontractors whose projects are financed in whole or in part by federal funds are also required to follow the provisions in E.O. 11246.

3. All government contractors or subcontractors with 50 or more employees and a contract of $50,000 or more are required to set up and carry out an individual affirmative action plan for their company according to E.E.O. requirements. The affirmative action plan must set up future goals allowing for the employment and promotion of minority personnel.

Enforcement Agency:
U.S. Equal Employment Opportunity Commission
Washington, D.C. 20506
OR
Department of Administration
Personnel Division
Equal Employment Opportunity Bureau
1218 East Sixth Avenue
Helena, MT 59601

Equal Pay Act of 1963 [2/]

Purpose: To Eliminate pay differentials on the basis of sex.

Provisions:

1. All employers which are subject to the Fair Labor Standards Act must comply with this law. (i.e. most employers involved with interstate and foreign commerce.)

2. The basic idea incorporated in this law is "equal pay for equal work."

[1/] Information pertaining to the purpose and provisions of E. O. 11246 was obtained through The E.E.O. Compliance Kit, Working and Reference Manuals, Executive Enterprises Publishing.

[2/] Ibid

Enforcement Agency:
Wage and Hour Division Employment Standards Administration
U.S. Department of Labor
Washington, D.C. 20201

Civil Rights Act of 1964-Title VII
(as amended in 1972)3/

Purpose: Bans discrimination in employment because of race, color,religion, sex or national origin.

Provisions:

1. It is unlawful for employers, labor unions, or employment agencies to discriminate in hiring or firing; wages; fringe benefits; classifying; referring; assigning or promoting employees; extending or assigning facilities; training, re-training or apprenticeships; or any other terms, conditions or privileges of employment.

2. All employers with 15 or more employees who are "engaged in an industry affecting commerce" are covered.

3. Religious institutions are exempt with regard to discrimination based on religion.

Enforcement Agency:
U.S. EEOC
Washington, DC 20506
OR
EEO Bureau
1218 East Sixth Avenue
Helena, MT 59601

Age Discrimination in Employment Act 4/

Purpose: To prohibit discrimination based on age against anyone 40 years old but less than 65.

Provisions:

1. Applies to employers of 20 or more employees, employment agencies and labor unions with more than 25 members. (Law does not apply to bona fide occupational qualifications.)

2. Any action taken against the complainant by his employer is unlawful.

Enforcement Agency:
Wage & Hour Division
Employment Standards Administration
U.S. Department of Labor
Washington, D.C. 20201

3/ Ibid

4/ Information taken from U.S. Department of Labor, Employment Standards Administration, A Working Womans Guide to Her Job Rights.

EMPLOYMENT (State Laws)

Montana Human Rights Act (1974) [5]

Purpose: To eliminate discriminatory practices within Montana.

Provisions:

1. It is illegal in the state of Montana to discriminate against anyone because of their race, religion, color, national origin, age, sex, mental or physical handicaps in the following areas: employment, training, housing, public accommodations, financing, (including credit) education or government services.

2. Discrimination because of marital status is barred in all of the above areas except in public accommodations and housing.

3. The state and its political subdivisions are prohibited from discriminating against employees or potential employees because of their political beliefs, with the exception of the personal staff of the legislative leadership and elected officials.

4. Retaliation against one who files a complaint, assists in processing it, or opposes unlawful discrimination is a misdemeanor. The Human Rights Commission is empowered to treat the retaliation as a separate complaint and take action to stop it.

5. Provisions apply to all Montana Employers.

Enforcement Agency:
Human Rights Commission
Room 620 Power Block
Helena, MT 59601

Maternity Leave Law (H.B. 9, passed in 1975) [6]

Purpose: To protect a female employee's rights during pregnancy.

Provisions, Prohibits public or private employers from:

1. Firing a woman because of her pregnancy;
2. Refusing to grant a pregnant woman a reasonable leave of absence for her pregnancy;
3. Denying a woman compensation accrued by and due her under the employer's disability or leave plan, if she is disabled by her pregnancy.
4. Retaliating against an employee because she files a complaint under this law.
5. Requiring that an employee take a mandatory maternity leave for an unreasonable length of time.

...Note that all acts of discrimination against pregnant women may not clearly fit within these terms. However, discrimination because of pregnancy may constitute sex discrimination and be covered under the federal E.O. 11246 Act or Montana's Human Rights Act.

[5] See Montana Dept. of Labor, Labor Standards Division, Montana Women and the Law, 1976, pp.1-3

[6] Ibid pp.5-7

Enforcement Agency:
Commissioner of Labor and Industry
1311 Helena Avenue
Helena, MT 59601

Montana Code of Fair Practices (H.B.8) 7/

Purpose: The Montana Code of Fair Practices is similar to E.O.11246, with its provisions applying to state and local government funds only.

Provisions:
1. Includes a 10-point clause regulating discrimination in state and local employment, services, education and scholarships.

Enforcement Agency:
Human Rights Commission
620 Power Block
Helena, MT 59601

CREDIT

Equal Credit Opportunity Act (1975) (Federal Law)

Purpose: To eliminate discrimination against any credit applicant on the basis of sex or marital status.

Provisions:
1. Provides a non-discriminatory framework for creditors to follow in determining an applicant's credit worthiness.

...Montana Human Rights Act also prohibits discrimination against any credit applicant.

Enforcement Agency:
Human Rights Commission
620 Power Block
Helena, MT 59601

EDUCATION

Education Amendment of 1972 Title IX

Purpose: Forbids discrimination on the basis of sex to students and employees in all federally assisted education programs in all institutions, public and private, that receive federal monies through grants, loans, or contracts.

The Montana Code of Fair Practices prohibits discrimination in any government funded education or job training programs.

Enforcement Agency:
Department of Health, Education and Welfare
Washington, D.C. 20201
OR Human Rights Commission
620 Power Block
Helena, MT 59601

80

7/ Ibid

MARRIAGE

Uniform Marriage and Divorce Act [8]

Provisions:

1. No married person's separate property, income, or other fruits of his or her labor can be drawn upon to pay the debts of the spouse unless the debt was incurred to provide necessary articles for either spouse or their children, or unless creditors had reason to believe the separate property belonged to the spouse incurring the debt, it being in his or her sole possession.
2. Both husband and wife have a duty to support each other- either spouse may be called upon to pay child support.
3. Alimony technically no longer exists. (Note that previous law required that the wife commit no offense contributing to the marital breakdown in order to obtain alimony.)
4. As of January 1, 1976, there no longer are various grounds for divorce. Currently, the only reason for dissolution of a marriage in Montana is "irretrievable breakdown." This phrase eliminates fault of either marital partner.

DEATH

Uniform Probate Code (Effective July 1, 1975) [9]

Purpose: To update laws and eliminate problem phrases regarding wills, inheritance and probate proceedings.

Provisions:

1. The UPC eliminated dower entirely and replaced it with a similar, yet more effective protection for both marriage partners.
2. The surviving spouse has the right to 1/3 of the "Augmented estate" if s/he so elects. Notice of intent to take this share must be made "within 6 months of the date notice went out to creditors with claims on the estate, or within one year of the date of death, whichever occurs first. (91A-2-205)."
3. "Section 91A-2-301 of the UPC protects the spouse (male or female) unprovided for in a will made before the marriage. The omitted spouse will receive the same share of the estate he or she would have received had there been no will at all, unless the will shows that the omission was intentional or the surviving spouse had been provided for by property transfers outside the will and the intent of the deceased that the property take the place of a transfer by will is evident."

[8] Information regarding the Uniform Divorce Act and various phrases were taken from the Montana Department of Labor, Labor Standards Division, Montana Women and the Law. 1976, pp.29-37

[9] Information and phraseology taken from Montana Department of Labor, Labor Standards Division, Montana Women and the Law. pp.47-50

INFORMATION CENTERS FOR WOMEN IN MONTANA

Montana Women's Bureau 1/
35 S. Last Chance Gulch
202 Capitol Station
Helena, MT 59601

The Montana Women's Bureau was established in July 1974 by the Montana Department of Labor & Industry. The purpose of the Women's Bureau is to help women in reaching their fullest possible potential through counseling and technical assistance. This agency is the most comprehensive information center available to Montana women.

Their functions include:

1. Providing information and materials pertinent to women in Montana, including job-seeking information, laws affecting Montana women, programs available to assist women in need, and help centers for specific needs and problems. (Copies of Montana Women and the Law and other reference materials may be obtained through this agency.)

2. Conducting career planning and job awareness workshops for women.

3. Counseling women in search of employment or wishing to file sex discrimination complaints.

4. Serving as the central permanent state agency for the planning, coordination and evaluation of employment programs and services for women.

1/Information and certain phrases were taken from "Human Rights and State Government," Montana Office of the Governor, and also "Montana Women's Bureau," Montana Department of Labor and Industry, Labor Standards Division.

Human Rights Bureau
Room 620 Power Block
Helena, MT 59601

The bureau is responsible for the enforcement of the Montana Human Rights Act. They investigate complaints to determine if unlawful discrimination (including sex discrimination) exists. If it does, they attempt to reach an informal settlement.

Note that the Montana Human Rights Act applies to all Montana Employers, regardless of size.

Local Job Service Offices

There are 23 local offices in the state of Montana. They are set up to assist the unemployed in finding work.

Several programs are available to provide training and financial assistance to people in need. Three of these programs include:

1. CETA (Comprehensive Employment and Training Act), which provides for classroom and on the job training for the economically disadvantaged, the unemployed, and the underemployed.

2. Job corps, which provides education and job training, and counseling services for the disadvantaged youths age 16 to 21.

3. WIN (Work Incentive Program) which is set up to provide a means of obtaining job training and employment for women who are receiving AFDC (Aid to Families with Dependent Children.)

For more information contact the job service office in your area.

OUTLOOK

SECTION 8

OUTLOOK

If national and state trends continue as they have since the 1950's, women can look forward to an even greater labor force participation rate and worklife expectancy. A declining birth rate, a rising cost of living, changing social attitudes and increasing convenience in the home combine to increase the probability of female labor force participation. Along with this comes the realization that women must prepare for a suitable career. Informative counseling is needed in schools, employment offices and women's groups to insure that women will be exposed to the large variety of careers available to them. The possibility of training women for male-dominated careers such as carpentry, plumbing, mechanics, masonry, welding, etc. should be pointed out in order to provide a wider range of career choices for women who work.

Female awareness is the main stepping stone to preparing for the future. Organized efforts in such areas as, 1)information distribution and research, 2) child care, 3) career counseling, 4) education and training, 5) mental and physical health, will increase that awareness and prove beneficial to both homemakers and career women. The key to a bright future for women is themselves. Their involvement and efforts will help make up the world of tomorrow.

REFERENCES

"Analysis of Women in Policy Positions in State Government," Montana Office of the Governor, Interdepartmental Coordinating Committee for Women, September 1977.

"Human Rights and State Government," Montana Office of the Governor, October 1975.

"J E C Hearing Studies Massive Entry of Women Into Labor Market," Notes from the Joint Economic Committee, Volumee III No. 23, Washington D.C.: Joint Economic Committee Publications Department, October 7, 1977.

Montana Department of Labor, Labor Standards Division, Women's Bureau. Montana Women and the Law, April, 1976.

Montana State Unviersity, Department of Mathematics. Women's Attitude Survey, November 1977.

"Montana Women's Bureau," Montana Department of Labor & Industry, Labor Standards Division

Scientific Manpower Commission. Professional Women and Minorities, October 1976.

"Suddenly, A New Shortage of Secretaries," Business Week August 8, 1977, pp. 84-85.

"Twenty Facts About Women Workers," Helena, MT: Montana Department of Labor, Women's Bureau, June 1974.

U. S. Department of Health, Eduation & Welfare, Education Division, National Center for Educational Statistics. Earned Degrees Conferred, 1969-72, 1972-75 (five volumes), Washington D.C.: U.S. Government Printing Office.

- - - - -Earned Degrees Conferred: Analysis of Trends, 1965-66 through 1974-75, Washington D.C.: U.S. Government Printing office, 1977.

U.S. Department of Labor, Employment and Training Administration. Women and Work, R. & D Monograph 46, Washington D.C.: U.S. Government Printing Office, 1977.

U.S. Department of Labor, Employment Standards Administration, Women's Bureau. Careers For Women in the 70's, Washington D.C.: U.S. Government Printing Office. 1973..

- - - - The Earnings Gap Between Women and Men, Washington D.C.: U. S. Government Printing Office, 1976.

- - - - Mature Women Workers: A Profile, Washington D.C.: U.S. Government Printing Office, 1976.

- - - - Minority Women Workers: A Statistical Overview, Washington D.C.: U.S. Government Printing Office, 1977 (Revised).

- - - - Working Mothers and Their Children, Washington, D.C.: U.S. Government Printing Office, 1977.

REFERENCES
(cont.)

- - - - A Working Woman's Guide To Her Job Rights, Leaflet 55, Washington D. C.: U. S. Government Printing office, revised 1975.

U.S. Department of Labor, Manpower Administration. Womenpower, Vol. 7 No. 11, Washington D.C.: U.S. Government Printing Office, 1975.

- - - - Women in Apprenticeship - Why Not?, Manpower Research Monograph No. 33 Washington D.C.: U.S. Government Printing Office, 1974.

Zion, R.B. The Legal Status of Homemakers in Montana, National Commission on the Observance of International Women's Year, Washington, D.C.: U.S. Government Printing Office, November 1976.